

## EEO Public File Report

<b>Group:</b> Houghton Community Broadcasting Corp. <b>Stations:</b> WCCY-AM, WHKB-FM, WOLV-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 2018-06-01 and 2019-05-31					
1. Job Title: Recurring Job Notice - Account Executive (R000194)					Date Filled: 2019-01-02 Date Filled: 2019-03-01
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy					
1. Job Title: Recurring Job Notice - Account Executive					Date Filled: 2019-01-02 Date Filled: 2019-03-01
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
AVAIL, Inc. (Langlade County)	Michelle Arrowood	Advocates for Victims of Sexual & Domestic Abuse P O Box 355 Antigo, WI 54409	715-623-5177	NO	NO
Bad River Band of Lake Superior Tribe of Chippewa Indians	Donald Moore Sr.	PO Box 39 Odanah, WI 54861	715-682-7111	NO	NO
Blackwell Job Corps Civilian Conservation Center	Mike Jones	4155 County Highway Laona, WI 54541	715-674-2311	NO	NO
Bureau of Indian Affairs-Great Lakes Agency	Kimberly Bouchard	916 West Lake Shore Drive Ashland, WI 54806	715-682-4527	NO	NO
Catholic Social Services Bureau	Karma	844 Pierce Avenue Suite 102 Marinette, WI 54143		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-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

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College-Gogebic Community College	Laura Borth	E-496 Jackson Road Ironwood, MI 49938	906-932-4231	NO	NO
College-Henry Ford Community College	Jay Korinek	5101 Evergreen Road Telecommunications Department Dearborn, MI 48128	313-845-6477	NO	NO
College-Illinois Institute of Technology-WIIT 88.9 FM Student Run Radio	Jon Kavanaugh	3201 South State Street A. Sidney Katz Studio Chicago, IL 60616	312-567-3088	NO	NO
College-Jamestown College-Mass Media and Communications	Steve Listopad	Student Media Center 6000 College Lane Jamestown, ND 58405	701-252-3467	NO	NO
College-Nicolet Area Technical College	Lori Vance	9569 Highway 70 West Minocqua, WI 54548	715-356-6753	NO	NO
College-Nicolet Area Technical College	Denise Terzinski	Lake Julia Campus, Center for Business & Industr County Highway G, PO Box 518 Rhineland, WI 54501	715-365-4481	NO	NO
College-Suomi College	Placement Services	Career planning Placement Hancock, MI 49930	906.487.7314	NO	NO
College-Walsh College of Accountancy and Business Administration	Jill English	3838 Livernois Road Troy, MI 48007	248-823-1237	NO	NO
Community Action Agency	Jennifer Boyer-Dewitt	1125 Commerce Drive Marquette , MI 49855	906-228-6522	NO	NO
Community Support Program,Wisconsin, Marinette County	Robin Elsner	Health and Human Services 2500 Hall Avenue Marinette, WI 54143	715-732-7700	NO	NO
Counseling and Development Center	Gregg Engler	171 Chestnut Street PO Box 71 Phillips, WI 54555	715-339-3966	NO	NO
Delta County Probation Office	Kevin Ayotte	310 Ludington Street Escanaba, MI 49829	906-786-6568	NO	NO
Detroit Area Film & Television	Janice King	PO Box 1443 Royal Oak, MI 48068	248-547-0847	NO	NO
Dove Outreach Center	Dale MacDonald	110 2nd Avenue South Hurley, WI 54534	715-561-5033	NO	NO
Eagle River Department of Social Services - Vilas County	Linda Thorpe	Vilas County Courthouse 330 Court Street Eagle River, WI 54521	715-479-3668	NO	NO
Experience Works, Gwinn	Dennis Koers	PO Box 905 Gwinn, MI 49841	906-346-9410	NO	NO
Florence County Community Support Program	Robert Macaux		715-528-3296	NO	NO

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		Courthouse - Human Services Department P O Box 170 Florence, WI 54121			
Forest County Literacy Council	Michelle Gobert	Crandon Public Library 110 West Polk Crandon, WI 54520	715-478-3784	NO	NO
Forest County Potawatomi Community	Nicole	5415 Everybodys Road Executive Building Crandon, WI 54520	715-478-7208	NO	NO
Forest County Potawatomi Community, Inc.	Harold Gus Frank	PO Box 340 P O Box 340 Crandon, WI 54520	715-478-2903	NO	NO
Forward Service Corp	Jennifer Sackett	P.O. BOX 918 607 North Sales Street Merrill, WI 54452	715-536-8499	NO	NO
Forward Service Corporation	Ms. Joan Hartman	21-A South Brown Street PO Box 597 Rhineland, WI 54501	715-362-7811	NO	NO
Geoffrey R Conway School of Broadcating and Communication	J. Mattka	PO Box 486 Niagra Falls, NY 14302	905-332-0444	NO	NO
Gogebic County Department of Human Services	Scott Parrott	301 East Lead Street Bessemer, MI 49911	906-663-6200	NO	NO
Goodwill Industries in Escanaba	Cathy Gabriel	2504 Third North Avenue Escanaba, MI 49829	906-786-5001	NO	NO
Goodwill Industries in Iron Mountain, Michigan	Jill Rochon	1858 South Stephenson Avenue Iron Mountain, MI 49801	906-774-4402	NO	NO
Goodwill Industries of Northern Wisconsin & Upper Michigan, Inc.	Julie King-Aboivin	1428 Main Street 1428 Main Street Marinette, WI 54143	715-732-0563	NO	NO
Grand Portage Reservation Tribal Council	Norman DesChampe	PO Box 428 Grand Portage , MN 55605	218-475-2277	NO	NO
Great Lakes Inter-Tribal Vocational Rehabilitation Program	Patricia Lerch	PO Box 760 Lac du Flambeau, WI 54538	715-588-3324	NO	NO
Hannahville Indian Community Vocational Rehabilitation Program	Kenneth Meshigaud	N1491 Hannahville B-1 Road Wilson, MI 49896	906-466-2959	NO	NO
Hayward Job Center	Teri Heathcote	15618 Windrose Lane Suite 108 Hayward, WI 54843	715-634-4845	NO	NO
Human Service Center-Forest/Oneida/Vilas Counties	Ann Cleereman/Dottie Moffat, Prog. Manager	705 East Timber P Box 897 Rhineland, WI 54501	715-369-2215	NO	NO
Indeed.com				YES	NO

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Job Service	Genny Stratil	Medford Job Center 620 East College Avenue Medford, WI 54451	715-748-3143x562	NO	NO
Keweenaw Bay Indian Community	Warren Swartz, Jr.	16429 Beantown Road Baraga, MI 49908	906-353-6623	NO	NO
Lac Court Oreilles Tribe	Doreen Wolfe	13394 West Trepania Road Hayward, WI 54843	715-634-8934	NO	NO
Lac Courte Oreilles Ojibwa Community College	Thelma Nayqonabe	Work-Based Learning & Youth Apprenticeship Prog Hayward, WI 54843	715-634-4790x115	NO	NO
Lac Vieux Desert Band of Lake Superior Chippewa Indians	Dee Dee McGeschick	N5384 US 45 P.O. Box 129 Watersmeet, MI 49969	906-358-4940	NO	NO
Langlade County Department of Social Services	Tom Madsen	1225 Langlade Road Antigo, WI 54409	715-627-6500	NO	NO
Langlade Employment & Training Center	Larry Kind	East Campus-NTC 312 East Forrest Avenue Antigo, WI 54409	715-623-2117	NO	NO
Langlade Health Care Center CSP	Keith Wolf	1225 Langlade Road Antigo, WI 54409	715-623-2394	NO	NO
Lincoln County Community Support Program	Bill Dingess	Lincoln Health Care Center 607 North Sales Street Merrill, WI 54452	715-536-9482	NO	NO
Lincoln County Social Services	Donna Simek	607 North Sales Street Merrill, WI 54452	715-536-6200	NO	NO
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Sarah	Adult Day Center 500 West Washington Street New London, WI 54568	920-982-9205	NO	NO
Menominee County Adult Education System	Liza Estlund	2101 18th Street Menominee, MI 49858	906-863-5415	NO	NO
Michigan Works-Dickinson County Service Center	Jerry White	200 Fairbanks Iron Mountain, MI 49801	906-774-3647	NO	NO
Michigan Works-Marquette County-The Job Force	Deboray Doyle	1498 O'Dovero Drive Marquette, MI 49855	906-228-3075	NO	NO
Michigan Works-Menominee County-The Job Force	Orrin Bailey	2604 Tenth Avenue Menominee, MI 49858	906-863-9957	NO	NO
NAACP-Altoona, Pennsylvania	Donald Witherspoon	2100 6th Avenue Altoona, PA 16602	814-942-1126	NO	NO
NAACP-Ann Arbor	Dr. Harry Williams	PO Box 3399 Ann Arbor, MI 48106	734-663-6226	NO	NO

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NAACP-Flint	A. C. Dumas	PO Box 1336 Flint , MI 48501	810-785-3733	NO	NO
NAACP-Kalamazoo	Charles Warfield	PO Box 51473 Kalamazoo, MI 49005	269-343-4105	NO	NO
NAACP-Lansing	Jeanne Baugh	1801 West Main Street LeJohn Building Lansing, MI 48915	517-484-9171	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-Niles	Reverend Saundria Wilson	924 Cherry Street Niles, MI 49120	616-683-0249	NO	NO
NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006 Three Rivers, MI 49093	269-651-5978	NO	NO
NAACP-Ypsilanti-Willow Run	Sharon Newton-Glen	PO Box 107 Whittaker, MI 48190	734-480-9654	NO	NO
Northcentral Area Technical College	Mary Brennan	Medford Campus 624 East College Medford, WI 54451	715-748-3603	NO	NO
Northcentral Area Technical College	Dan Nowak	Antigo Campus 312 Forrest Avenue Antigo, WI 54409	715-623-7601	NO	NO
Northern Advantage Job Center	Norman Martin	100 West Keenan Street Rhineland, WI 54501	715-365-2667	NO	NO
Northern Michigan University	Karry Mohr	Job Search Center 1401 Presque Isle, 1102 University Center Marquette, MI 49855	(906) 227-2800	NO	NO
Northland Baptist Bible College	Pete Wehry	Student Life Office W10085 Pike Plains Road Dunbar, WI 54119	715-324-6900x620	NO	NO
Northland College	Jenna Casey	Ponzio Campus Center # 209 1411 Ellis Avenue Ashland, WI 54806	715-682-1398	NO	NO
Northland College	Connei Burditt	Mead Hall, Room 124 1411 Ellis Avenue Ashland, WI 54806	715-682-1240	NO	NO
Northland College-WRNC Radio	Bob Grah	Northland College Radio WRNC 97.7 1411 Ellis Avenue Ashland, WI 54806	715-682-1287	NO	NO
Northwest Connection Family Resources	Jacqueline Strand		715-634-2299	NO	NO

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		16076 West Highway 63 Hayward, WI 54843			
Northwest Wisconsin CEP	Corey Kemps	422 3rd Street West Suite 200, P O Box 616 Ashland, WI 54806	715-682-9141	NO	NO
Price County Probation & Parole Office		Courthouse, 126 Cherry Street Room 2 Phillips, WI 54555	715-339-3770	NO	NO
Probation & Parole Division of, - Lincoln County Unit 607	Kurt Zengler	City Hall 1004 East First Street Merrill, WI 54452	715-536-6433x339	NO	NO
Probation & Parole Division of, - Region 6 Office (Oneida County	Robert Grusnick	2187 North Stevens Street Suite B Rhineland, WI 54501	715-365-2580x258	NO	NO
Probation & Parole Division of, - Taylor County Unit 606		224 South Second Street # 201 Medford, WI 54451	715-748-3504	NO	NO
Probation & Parole Office - Sawyer County Unit 601		801 Highway B E Hayward, WI 54843	715-634-2929	NO	NO
Radio 1 Broadcast School	Joe Deschler	700 3rd Street North Suite LL7 La Crosse, WI 54601	507-450-4604	NO	NO
Salvation Army-Michigan in Gwinn	Captain Joel Arthur	302 Explorer Street Gwinn, MI 49841	906-346-5974	NO	NO
Salvation Army-Michigan-Escanaba Community Center	Major Ralph Hansen	3001 Fifth Avenue South Escanaba, MI 49829	906-786-0590	NO	NO
Salvation Army-Michigan-Hancock Corps Community Center	Major Mark A. Brown	408 Ravine Street Hancock, MI 49930	906-482-3420	NO	NO
Salvation Army-Michigan-Iron Mountain Bread of Life Center	Tara Blagic	1401 South Carpenter Avenue-Suite B PO Box 218 Iron Mountain, MI 49801	906-779-5717	NO	NO
Salvation Army-Michigan-Ishpeming Corps Community Center	Lt. Stephen Hansen	222 East Division Street Ishpeming, MI 49849	906-486-8121x	NO	NO
Salvation Army-Wisconsin-Hayward Extension	Deb Heubner	15728 West County Road B Hayward, WI 54843	715-558-1040	NO	NO
Salvation Army-Wisconsin-Marinette Corps Community Center	Captain Leana Tuttle	80 Russell Street Marinette, WI 54143	715-735-7448	NO	NO
Social Services-Oneida County Social Services	Paul Spencer	Courthouse Building Rhineland, WI 54501	715-362-5695	NO	NO
Sokaogan Chippewa Tribe	Robin Jensen	3154 State Highway 55 Crandon, WI 54520	715-478-7629	NO	NO

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Specs Howard School of Broadcast Arts	Nancy Shiner	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000	NO	NO
Taylor County Community Support Program	Dan Brost	Human Services 540 East College Street Medford, WI 54451	715-748-3332	NO	NO
University of Chicago-WHPK	Josh Oberman	5706 South University Avenue Chicago, IL 60637	773-702-8289	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 of Wisconsin-Marinette	Karen Philipps	Student Services Office M-133, Maind Building 750 West Bay Shore Marinette, WI 54143	715-735-4301	NO	NO
University of Wisconsin-Price County Cooperative Extension	Gail Huycke	104 South Eyder Normal Building Room 240-Normal Building Eau Claire, WI 54555	715-339-2555	NO	NO
University of Wisconsin-Vilas Cooperative Extension	Steve Nelson	200 East Madison Crandon, WI 54520	715-479-3653	NO	NO
University-Ashland University	Robert Brown	401 College Avenue Ashland, OH 44805	800-882-1548	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-Duquesne University-Communications	Ronald C. Arnett, Ph.D.	600 Forbes Avenue Pittsburgh, PA 15282	412-396-5076	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-Michigan Technological University	Jim Turnquist	1400 Townsend Drive 107 Harold Meese Center Houghton, MI 49931	906-487-2313	NO	NO
University-Michigan Technological University WMTU-FM		W. Wadsworth Hall-Mtu Houghton, MI 49931	906.487.1600	NO	NO
University-Northern Michigan University-Career Services	Jim Gadzinski	1401 Presque Isle Avenue 112 Whitman Hall Marquette, MI 49855	906-227-2800	NO	NO
University-Northern Michigan University-Communication Dept	Mark Shevy	1401 Presque Isle Avenue Marquette, MI 49855	906-227-2046	NO	NO

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University-Northern Michigan University-Vocational Support Services	Chris Fries	Vocational Student Support Services 1401 Presque Isle Avenue Marquette, MI 49855	906-227-2283	NO	NO
University-Saint Xavier University-Communications	Ronald Mark	3700 W 103rd Street Chicago, IL 60655	773-298-3000	NO	NO
University-Valley City State University	Kari Bodine	101 College Street SW Valley City, ND 58072	701-845-7543	NO	NO
Valpar International Corporation	Jerry Jorgenson	411 Ellis Avenue Ashland, WI 54806	715-682-7530	NO	NO
Vocational Rehabilitation, Rhinelander	Debra Soulier	158 South Anderson Street Rhinelander, WI 54501	715-365-2600	NO	NO
Wausaukee Enterprises, Incorporated	Bob Beltrame	836 Cedar Street Wausaukee, WI 54177	715-856-5441	NO	NO
Wisconsin Department of Health and Family Services	Terri Kramolis	Ashland County Health and Human Service Departme 301 Ellis Avenue Ashland, WI 54806	715-682-7004	NO	NO
Wisconsin Department of Workforce Development	Lorenzo Perez	Marinette County Job Center 1605 University Avenue Marinette, WI 54143	715-732-7840	NO	NO
Wisconsin Employment Relations Commission, WERC	Lauri A. Millot	904 Messer Street Rhinelander, WI 54501	715-362-0370	NO	NO
Wisconsin Job Center - Ashland	Cathi Cooper	Ashland County Jobs Program 411 Ellis Avenue Ashland, WI 54806	715-682-7220	NO	NO
Wisconsin Job Service-Florence County Job Center	Nancy Pellegrini	501 Lake Avenue P O Box 232 Florence, WI 54121	715-528-4251	NO	NO
WNMU - Channel 13	Eric Smith	Northern Michigan University Marquette, MI 49855	906-227-9668	NO	NO
WOAS-FM	John Peterson	701 Parker Ave Ontonagon, MI 49953	906.884.4422	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
Total Resources: 124					
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2018-06-01 and 2019-05-31 (this will be a raw number):			2		



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### D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2018-06-01 and 2019-05-31 Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
Indeed.com				2	

### E. Outreach Activities:

Date	Other Outreach Activity	Description of Activity
08/23/2018	Houghton County Fair	Our Stations had a booth at the Houghton County Fair for three days where we informed attendees about our radio stations and career opportunities. Applications and contact information were provided upon request.
03/01/2019	Scholarships	Stations participated in three scholarships through the Michigan Association of Broadcasters. Two are contributed through the station directly and the third a joint venture with other Upper Peninsula broadcasting stations.
04/10/2019	College Outreach	Station Employee, Kyle Niemi, attended Finlandia University on date stated. The event provided opportunities for students to participate in a classroom discussion about marketing in radio from the the prospective of an Alum and gave students one-on-one mentoring. We were involved with a 90 minute group sessions.