

## EEO Public File Report

| <b>Group:</b> Houghton Community Broadcasting Corp.<br><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 2019-06-01 and 2020-05-31   |                   |  |                            |                         |                          |
| 1. Job Title: News Director (J028285)   |                   |  | Date Submitted: 2019-08-19 |                         | Date Filled: 2020-01-16  |
| B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy  |                   |  |                            |                         |                          |
| 1. Job Title: News Director   |                   |  |                            | Date Filled: 2020-01-16 |                          |
| Source  | Contact Person    | Address  | Tel #                      | Referred Person Hired?  | Requesting Notification? |
| Bad River Band of Lake Superior Tribe of Chippewa Indians   | Donald Moore Sr.  | PO Box 39<br>Odanah, WI 54861  | 715-682-7111               | NO                      | NO                       |
| Barron County Area Literacy Council, Inc.   | Judy Schnacky     | 1910 22 1/2 Avenue<br>Rice Lake, WI 54868  | 715-234-1160               | NO                      | NO                       |
| Barron County Job Center  | Louann Novack     | 113 North Main Street<br>Rice Lake, WI 54868   | 715-234-6826               | NO                      | NO                       |
| Blackwell Job Corps Civilian Conservation Center  | Mike Jones        | 4155 County Highway<br>Laona, WI 54541   | 715-674-2311               | NO                      | NO                       |
| Bureau of Indian Affairs-Great Lakes Agency   | Kimberly Bouchard | 916 West Lake Shore Drive<br>Ashland, WI 54806   | 715-682-4527               | NO                      | NO                       |
| Catholic Charities, Wausau  | Bonnie Osswald    | 401 5th Street Suite 443<br>Wausau, WI 54403   |                            | NO                      | NO                       |
| Catholic Social Services Bureau   | Karma             | 844 Pierce Avenue Suite 102<br>Marinette, WI 54143   |                            | NO                      | NO                       |
| Chippewa County Human Services  | Sharon Skabroud   | 711 North Bridge Street Room 306<br>Chippewa Falls, WI 54729                                 |                            | NO                      | NO                       |
| Chippewa County Social Services   | Kay Zwiefelhofer  | Women, Infants & Children (WIC) 711 North Bridge Street Room 123<br>Chippewa Falls, WI 54729 |                            | NO                      | NO                       |
| Chippewa River Industries   | David J Lemanski  | 2050 County Road 1<br>Chippewa Falls, WI 54729   |                            | NO                      | NO                       |
| College-City College of Chicago-Truman College  | Kate Gillespie    | 1145 West Wilson Avenue Room 2915<br>Chicago, IL 60640                                       | 773-907-4436               | NO                      | NO                       |

## EEO Public File Report

|   |                       |   |              |    |    |
|---|-----------------------|---|--------------|----|----|
| College-Columbia College-Portfolio Center-Media Production              | Tim Long              | 623 South Wabash Avenue Room 307<br>Chicago, IL 60605   | 312-369-7282 | NO | NO |
| College-Elmhurst College-Communications                                 | Marjorie Goodban      | 190 Prospect Street<br>Elmhurst, IL 60126   | 630-617-3198 | NO | NO |
| College-Elmhurst College-WRSE 88.7 FM                                   | John Valenta          | 190 Prospect<br>Elmhurst, IL 60126  | 630-617-3729 | NO | NO |
| College-Gogebic Community College                                       | Laura Borth           | E-496 Jackson Road<br>Ironwood, MI 49938  | 906-932-4231 | NO | NO |
| College-Henry Ford Community College                                    | Jay Korinek           | 5101 Evergreen Road Telecommunications Department<br>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<br>Chicago, IL 60616                                      | 312-567-3088 | NO | NO |
| College-Nicolet Area Technical College                                  | Denise Terzinski      | Lake Julia Campus, Center for Business & Industr County<br>Highway G, PO Box 518<br>Rhineland, WI 54501 | 715-365-4481 | NO | NO |
| College-Nicolet Area Technical College                                  | Lori Vance            | 9569 Highway 70 West<br>Minocqua, WI 54548  | 715-356-6753 | NO | NO |
| College-Suomi College   | Placement Services    | Career planning Placement<br>Hancock, MI 49930  | 906.487.7314 | NO | NO |
| College-Walsh College of Accountancy and Business Administration        | Jill English          | 3838 Livernois Road<br>Troy, MI 48007   | 248-823-1237 | NO | NO |
| Community Action Agency   | Jennifer Boyer-Dewitt | 1125 Commerce Drive<br>Marquette , MI 49855   | 906-228-6522 | NO | NO |
| Community Support Program,Wisconsin, Marinette County                   | Robin Elsner          | Health and Human Services 2500 Hall Avenue<br>Marinette, WI 54143                                       | 715-732-7700 | NO | NO |
| Counseling and Development Center                                       | Gregg Engler          | 171 Chestnut Street PO Box 71<br>Phillips, WI 54555   | 715-339-3966 | NO | NO |
| Delta County Probation Office   | Kevin Ayotte          | 310 Ludington Street<br>Escanaba, MI 49829  | 906-786-6568 | NO | NO |
| Department of Social Services   | Kathleen Langhals     | 500 West McMillan PO Box 27<br>Newberry, MI 49868   | 906-293-5144 | NO | NO |
| Detroit Area Film & Television  | Janice King           | PO Box 1443<br>Royal Oak, MI 48068  | 248-547-0847 | NO | NO |
| Dove Outreach Center  | Dale MacDonald        |   | 715-561-5033 | NO | NO |

## EEO Public File Report

|  |                    |  |              |    |    |
|--|--------------------|--|--------------|----|----|
|  |                    | 110 2nd Avenue South<br>Hurley, WI 54534                                 |              |    |    |
| Experience Works, Gwinn  | Dennis Koers       | PO Box 905<br>Gwinn, MI 49841  | 906-346-9410 | NO | NO |
| Florence County Community Support Program                        | Robert Macaux      | Courthouse - Human Services Department P O Box 170<br>Florence, WI 54121 | 715-528-3296 | NO | NO |
| Forest County Literacy Council                                   | Michelle Gobert    | Crandon Public Library 110 West Polk<br>Crandon, WI 54520                | 715-478-3784 | NO | NO |
| Forest County Potawatomi Community                               | Nicole             | 5415 Everybodys Road Executive Building<br>Crandon, WI 54520             | 715-478-7208 | NO | NO |
| Forest County Potawatomi Community, Inc.                         | Harold Gus Frank   | PO Box 340 P O Box 340<br>Crandon, WI 54520                              | 715-478-2903 | NO | NO |
| Forward Service Corp   | Jennifer Sackett   | P.O. BOX 918 607 North Sales Street<br>Merrill, WI 54452                 | 715-536-8499 | NO | NO |
| Forward Service Corporation                                      | Ms. Joan Hartman   | 21-A South Brown Street PO Box 597<br>Rhinelander, WI 54501              | 715-362-7811 | NO | NO |
| Geoffrey R Conway School of Broadcating and Communication        | J. Mattka          | PO Box 486<br>Niagra Falls, NY 14302                                     | 905-332-0444 | NO | NO |
| Gogebic County Department of Human Services                      | Scott Parrott      | 301 East Lead Street<br>Bessemer, MI 49911                               | 906-663-6200 | NO | NO |
| Goodwill Industries in Escanaba                                  | Cathy Gabriel      | 2504 Third North Avenue<br>Escanaba, MI 49829                            | 906-786-5001 | NO | NO |
| Goodwill Industries in Iron Mountain, Michigan                   | Jill Rochon        | 1858 South Stephenson Avenue<br>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<br>Marinette, WI 54143                 | 715-732-0563 | NO | NO |
| Grand Portage Reservation Tribal Council                         | Norman DesChampe   | PO Box 428<br>Grand Portage , MN 55605                                   | 218-475-2277 | NO | NO |
| Grand Traverse Band of Ottawa and Chippewa Indians               | Mike Teeple        | 2605 North West Bay Shore Drive<br>Peshawbestown, MI 49682               | 231-271-3538 | NO | NO |
| Great Lakes Inter-Tribal Vocational Rehabilitation Program       | Patricia Lerch     | PO Box 760<br>Lac du Flambeau, WI 54538                                  | 715-588-3324 | NO | NO |
| Hannahville Indian Community Vocational Rehabilitation Program   | Kenneth Meshigaud  | N1491 Hannahville B-1 Road<br>Wilson, MI 49896                           | 906-466-2959 | NO | NO |

## EEO Public File Report

|   |   |   |                  |     |    |
|---|---|---|------------------|-----|----|
| Hayward Job Center  | Teri Heathcote                                | 15618 Windrose Lane Suite 108<br>Hayward, WI 54843                                  | 715-634-4845     | NO  | NO |
| Human Service Center-Forest/Oneida/Vilas Counties                 | Ann Cleereman/Dottie Moffat,<br>Prog. Manager | 705 East Timber P Box 897<br>Rhineland, WI 54501                                    | 715-369-2215     | NO  | NO |
| Job Service   | Genny Stratil                                 | Medford Job Center 620 East College Avenue<br>Medford, WI 54451                     | 715-748-3143x562 | NO  | NO |
| Karepak-AVAIL, Incorporated                                       | Michelle Arrowood                             | Advocates for Victims of Sexual & Domestic Abuse P O<br>Box 355<br>Antigo, WI 54409 | 715-623-5177     | NO  | NO |
| Keweenaw Bay Indian Community                                     | Warren Swartz, Jr.                            | 16429 Beantown Road<br>Baraga, MI 49908   | 906-353-6623     | NO  | NO |
| Lac Court Oreilles Tribe  | Doreen Wolfe                                  | 13394 West Trepania Road<br>Hayward, WI 54843                                       | 715-634-8934     | NO  | NO |
| Lac Courte Oreilles Ojibwa Community College                      | Thelma Nayqonabe                              | Work-Based Learning & Youth Apprenticeship Prog<br>Hayward, WI 54843                | 715-634-4790x115 | NO  | NO |
| Lac Vieux Desert Band of Lake Superior Chippewa<br>Indians        | Dee Dee McGeschick                            | N5384 US 45 P.O. Box 129<br>Watersmeet, MI 49969                                    | 906-358-4940     | NO  | NO |
| Langlade County Department of Social Services                     | Tom Madsen                                    | 1225 Langlade Road<br>Antigo, WI 54409  | 715-627-6500     | NO  | NO |
| Langlade Employment & Training Center                             | Larry Kind                                    | East Campus-NTC 312 East Forrest Avenue<br>Antigo, WI 54409                         | 715-623-2117     | NO  | NO |
| Lincoln County Community Support Program                          | Bill Dingess                                  | Lincoln Health Care Center 607 North Sales Street<br>Merrill, WI 54452              | 715-536-9482     | NO  | NO |
| Lincoln County Social Services                                    | Donna Simek                                   | 607 North Sales Street<br>Merrill, WI 54452   | 715-536-6200     | NO  | NO |
| Lutheran Social Services of Wisconsin and Upper<br>Michigan, Inc. | Sarah   | Adult Day Center 500 West Washington Street<br>New London, WI 54568                 | 920-982-9205     | NO  | NO |
| Marathon County Literacy Council                                  | Corinne Solsrud                               | 300 North First Street<br>Wausau, WI 54403  | 715-261-7292     | NO  | NO |
| Menominee County Adult Education System                           | Liza Estlund                                  | 2101 18th Street<br>Menominee, MI 49858   | 906-863-5415     | NO  | NO |
| Michigan Association of Broadcasters                              | Website                                       | 820 N. Capitol Avenue, Lansing, MI 48906  | 517-484-7444     | YES | NO |
| Michigan Works-Escanaba-The Six County Employment<br>Alliance     | Orrin Bailey                                  | 2650 College Avenue<br>Escanaba, MI 49829   | 906-789-0558     | NO  | NO |

## EEO Public File Report

|  |                          |   |                  |    |    |
|--|--------------------------|---|------------------|----|----|
| Michigan Works-Luce County-Newberry Service Center         | Gwen E. Worley           | 501 West Harrie Street<br>Newberry, MI 49868  | 906-293-8551     | NO | NO |
| Michigan Works-Menominee County-The Job Force              | Orrin Bailey             | 2604 Tenth Avenue<br>Menominee, MI 49858  | 906-863-9957     | NO | NO |
| NAACP-Altoona, Pennsylvania                                | Donald Witherspoon       | 2100 6th Avenue<br>Altoona, PA 16602  | 814-942-1126     | NO | NO |
| NAACP-Flint  | A. C. Dumas              | PO Box 1336<br>Flint , MI 48501   | 810-785-3733     | NO | NO |
| NAACP-Lansing  | Jeanne Baugh             | 1801 West Main Street LeJohn Building<br>Lansing, MI 48915                                    | 517-484-9171     | NO | NO |
| NAACP-Lenawee County                                       | Jeanette Henagan         | 1544 Ramblewood Court<br>Adrian, MI 49221   | 517-263-1714     | NO | NO |
| NAACP-Macomb County  | Ruthie Stevenson         | PO Box 1063<br>Mount Clemens, MI 48046  | 586-783-7530     | NO | NO |
| NAACP-Niles  | Reverend Saundria Wilson | 924 Cherry Street<br>Niles, MI 49120  | 616-683-0249     | NO | NO |
| NAACP-Three Rivers   | Elizabeth O'Dell         | PO Box 1006<br>Three Rivers, MI 49093   | 269-651-5978     | NO | NO |
| NAACP-Ypsilanti-Willow Run                                 | Sharon Newton-Glen       | PO Box 107<br>Whittaker, MI 48190   | 734-480-9654     | NO | NO |
| North Central Community Action Program in Wausau Wisconsin | Mary Jaax                | 605-1/2 Third Street<br>Wausau, WI 54403  | 715-842-7556     | NO | NO |
| Northcentral Area Technical College                        | Dan Nowak                | Antigo Campus 312 Forrest Avenue<br>Antigo, WI 54409  | 715-623-7601     | NO | NO |
| Northcentral Area Technical College                        | Houa Lee                 | Counseling Services, Minority Students Student Services,<br>1000 W Campus<br>Wausau, WI 54401 | 715-675-3331x482 | NO | NO |
| Northcentral Area Technical College                        | Mary Brennan             | Medford Campus 624 East College<br>Medford, WI 54451  | 715-748-3603     | NO | NO |
| Northcentral Area Technical College                        | Renata Vissers           | Center for Students with Disabilities (CSD) 1000 West<br>Campus Drive<br>Wausau, WI 54401     | 715-675-3331x634 | NO | NO |
| Northern Advantage Job Center                              | Norman Martin            | 100 West Keenan Street<br>Rhinelander, WI 54501   | 715-365-2667     | NO | NO |

## EEO Public File Report

|  |                   |  |                  |    |    |
|--|-------------------|--|------------------|----|----|
| Northern Michigan University                                     | Karry Mohr        | Job Search Center 1401 Presque Isle, 1102 University Center<br>Marquette, MI 49855 | (906) 227-2800   | NO | NO |
| Northland Baptist Bible College                                  | Pete Wehry        | Student Life Office W10085 Pike Plains Road<br>Dunbar, WI 54119                    | 715-324-6900x620 | NO | NO |
| Northland College  | Connei Burditt    | Mead Hall, Room 124 1411 Ellis Avenue<br>Ashland, WI 54806                         | 715-682-1240     | NO | NO |
| Northland College  | Jenna Casey       | Ponzio Campus Center # 209 1411 Ellis Avenue<br>Ashland, WI 54806                  | 715-682-1398     | NO | NO |
| Northland College-WRNC Radio                                     | Bob Grah          | Northland College Radio WRNC 97.7 1411 Ellis Avenue<br>Ashland, WI 54806           | 715-682-1287     | NO | NO |
| Northwest Connection Family Resources                            | Jacqueline Strand | 16076 West Highway 63<br>Hayward, WI 54843   | 715-634-2299     | NO | NO |
| Northwest Wisconsin CEP  | Corey Kemps       | 422 3rd Street West Suite 200, P O Box 616<br>Ashland, WI 54806                    | 715-682-9141     | NO | NO |
| Ohio and Illinois Centers for Broadcasting                       | Debbie Byrd       | 9000 Sweet Valley Drive<br>Valley View, OH 44125                                   | 216-447-9117     | NO | NO |
| Price County Probation & Parole Office                           |                   | Courthouse, 126 Cherry Street Room 2<br>Phillips, WI 54555                         | 715-339-3770     | NO | NO |
| Probation & Parole - Marathon County Units 606 & 614             | Jeffrey Johnson   | 500 Forest Street<br>Wausau, WI 54402  | 715-261-1600x163 | NO | NO |
| Probation & Parole Division of, - Lincoln County Unit 607        | Kurt Zengler      | City Hall 1004 East First Street<br>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<br>Rhineland, WI 54501                           | 715-365-2580x258 | NO | NO |
| Probation & Parole Division of, - Taylor County Unit 606         |                   | 224 South Second Street # 201<br>Medford, WI 54451                                 | 715-748-3504     | NO | NO |
| Probation & Parole Office - Barron County Unit 504               | Mike O'Keefe      | 101 North Wilson Avenue<br>Rice Lake, WI 54868                                     | 715-234-6925     | NO | NO |
| Probation & Parole Office - Sawyer County Unit 601               |                   | 801 Highway B E<br>Hayward, WI 54843   | 715-634-2929     | NO | NO |
| Radio 1 Broadcast School   | Joe Deschler      | 700 3rd Street North Suite LL7<br>La Crosse, WI 54601                              | 507-450-4604     | NO | NO |
| River Source Family Center                                       | Mckinzi Simonsen  |  | 715-720-1841     | NO | NO |

## EEO Public File Report

|  |                      |   |               |    |    |
|--|----------------------|---|---------------|----|----|
|  |                      | 403 High Street<br>Chippewa Falls, WI 54729   |               |    |    |
| Salvation Army-Michigan in Gwinn                           | Captain Joel Arthur  | 302 Explorer Street<br>Gwinn, MI 49841  | 906-346-5974  | NO | NO |
| Salvation Army-Michigan-Escanaba Community Center          | Major Ralph Hansen   | 3001 Fifth Avenue South<br>Escanaba, MI 49829   | 906-786-0590  | NO | NO |
| Salvation Army-Michigan-Hancock Corps Community Center     | Major Mark A. Brown  | 408 Ravine Street<br>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<br>Iron Mountain, MI 49801                         | 906-779-5717  | NO | NO |
| Salvation Army-Michigan-Ishpeming Corps Community Center   | Lt. Stephen Hansen   | 222 East Division Street<br>Ishpeming, MI 49849   | 906-486-8121x | NO | NO |
| Salvation Army-Wisconsin in Chippewa Falls                 | Amanda Pickl         | 521 North Bridge Street<br>Chippewa Falls, WI 54729   | 715-726-9506  | NO | NO |
| Salvation Army-Wisconsin-Hayward Extension                 | Deb Heubner          | 15728 West County Road B<br>Hayward, WI 54843   | 715-558-1040  | NO | NO |
| Salvation Army-Wisconsin-Marinette Corps Community Center  | Captain Leana Tuttle | 80 Russell Street<br>Marinette, WI 54143  | 715-735-7448  | NO | NO |
| Salvation Army-Wisconsin-Wausau Corps Community Center     | Randy Hahn           | 202 Callon Street<br>Wausau, WI 54401   | 715-845-4272  | NO | NO |
| Social Services-Oneida County Social Services              | Paul Spencer         | Courthouse Building<br>Rhineland, WI 54501  | 715-362-5695  | NO | NO |
| Sokaogan Chippewa Tribe                                    | Robin Jensen         | 3154 State Highway 55<br>Crandon, WI 54520  | 715-478-7629  | NO | NO |
| Specs Howard School of Broadcast Arts                      | Nancy Shiner         | 19900 West Nine Mile Road<br>Southfield, MI 48075   | 248-358-9000  | NO | NO |
| Station Website  | Kevin Ericson        | 313 E. Montezuma Ave  | 9064827700    | NO | NO |
| Taylor County Community Support Program                    | Dan Brost            | Human Services 540 East College Street<br>Medford, WI 54451                                       | 715-748-3332  | NO | NO |
| The Women's Community, Inc.                                | Jane Grey-Jennings   | Domestic Abuse & Sexual Assault Victim Services 2801<br>7th Street, Suite 300<br>Wausau, WI 54403 | 715-842-5663  | NO | NO |
| United Way's First Call                                    | Julie Grip           | 137 River Drive<br>Wausau, WI 54403   | 715-848-2927  | NO | NO |

## EEO Public File Report

|   |                         |  |              |    |    |
|---|-------------------------|--|--------------|----|----|
| University of Wisconsin-Barron County Campus                        | Dale B. Fenton          | Meggers Hall, Room 127 1800 College Drive<br>Rice Lake, WI 54868                           | 715-234-8024 | NO | NO |
| University of Wisconsin-LaCrosse-Communication Studies              | Dr. Linda Dickmeyer     | 1725 State Street 346 Center for the Arts<br>La Crosse, WI 54601                           | 608-785-8519 | NO | NO |
| University of Wisconsin-Marathon County Center                      | Pat Blondheim           | Student Services, Room 152 518 South 7th Avenue<br>Wausau, WI 54401                        | 715-261-6239 | NO | NO |
| University of Wisconsin-Marinette                                   | Karen Philipps          | Student Services Office M-133, Maind Building 750 West<br>Bay Shore<br>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<br>Building<br>Eau Claire, WI 54555        | 715-339-2555 | NO | NO |
| University of Wisconsin-Vilas Cooperative Extension                 | Steve Nelson            | 200 East Madison<br>Crandon, WI 54520  | 715-479-3653 | NO | NO |
| University-Ashland University                                       | Robert Brown            | 401 College Avenue<br>Ashland, OH 44805  | 800-882-1548 | NO | NO |
| University-Chicago State<br>University-Communications-Media Arts    | Arthur M. Reese         | 9501 South King Drive Douglas Library, #116<br>Chicago, IL 60628                           | 773-995-2280 | NO | NO |
| University-Duquesne University-Communications                       | Ronald C. Arnett, Ph.D. | 600 Forbes Avenue<br>Pittsburgh, PA 15282  | 412-396-5076 | NO | NO |
| University-Eastern Michigan University-Department of Communicati    | Keith Damron            | 129 Quirk Building<br>Ypsilanti, MI 48197  | 734-487-0064 | NO | NO |
| University-Franciscan University                                    | Nancy Ronevich          | 1235 University Blvd.<br>Steubenville, OH 43952  | 740-283-3771 | NO | NO |
| University-Michigan Technological University                        | Jim Turnquist           | 1400 Townsend Drive 107 Harold Meese Center<br>Houghton, MI 49931                          | 906-487-2313 | NO | NO |
| University-Michigan Technological University<br>WMTU-FM             |                         | W. Wadsworth Hall-Mtu<br>Houghton, MI 49931  | 906.487.1600 | NO | NO |
| University-Northern Michigan University-Career Services             | Jim Gadzinski           | 1401 Presque Isle Avenue 112 Whitman Hall<br>Marquette, MI 49855                           | 906-227-2800 | NO | NO |
| University-Northern Michigan University-Communication Dept          | Mark Shevy              | 1401 Presque Isle Avenue<br>Marquette, MI 49855  | 906-227-2046 | NO | NO |
| University-Northern Michigan University-Vocational Support Services | Chris Fries             | Vocational Student Support Services 1401 Presque Isle<br>Avenue<br>Marquette, MI 49855     | 906-227-2283 | NO | NO |



## EEO Public File Report

|  |                             |   |              |    |    |
|--|-----------------------------|---|--------------|----|----|
| University-Saint Xavier University-Communications  | Ronald Mark                 | 3700 W 103rd Street<br>Chicago, IL 60655  | 773-298-3000 | NO | NO |
| University-Valley City State University            | Kari Bodine                 | 101 College Street SW<br>Valley City, ND 58072  | 701-845-7543 | NO | NO |
| Valpar International Corporation                   | Jerry Jorgenson             | 411 Ellis Avenue<br>Ashland, WI 54806   | 715-682-7530 | NO | NO |
| Vocational Rehabilitation, Chippewa County         | Karla Opatz                 | 770 Scheidler Road<br>Chippewa Falls, WI 54729  | 715-720-2843 | NO | NO |
| Vocational Rehabilitation, Marathon County         | Nancy Burkholder            | 364 Grand Avenue<br>Wausau, WI 54403  | 715-261-7760 | NO | NO |
| Vocational Rehabilitation, Rhinelander             | Debra Soulier               | 158 South Anderson Street<br>Rhinelander, WI 54501  | 715-365-2600 | NO | NO |
| Wisconsin Department of Health and Family Services | Linda Lorentz / Kathy Reetz | Wisconsin Well Woman Program/Department of Publi 711<br>North Bridge Street, Room 222<br>Chippewa Falls, WI 54729 | 715-726-7900 | NO | NO |
| Wisconsin Department of Health and Family Services | Terri Kramolis              | Ashland County Health and Human Service Departme 301<br>Ellis Avenue<br>Ashland, WI 54806                         | 715-682-7004 | NO | NO |
| Wisconsin Department of Health and Family Services | Jean Durch                  | WIC, 711 North Bridge Street Room 222<br>Chippewa Falls, WI 54729   | 715-726-7903 | NO | NO |
| Wisconsin Department of Workforce Development      | Lorenzo Perez               | Marinette County Job Center 1605 University Avenue<br>Marinette, WI 54143   | 715-732-7840 | NO | NO |
| Wisconsin Employment Relations Commission, WERC    | Lauri A. Millot             | 904 Messer Street<br>Rhinelander, WI 54501  | 715-362-0370 | NO | NO |
| Wisconsin Job Center - Ashland                     | Cathi Cooper                | Ashland County Jobs Program 411 Ellis Avenue<br>Ashland, WI 54806   | 715-682-7220 | NO | NO |
| Wisconsin Job Service-Florence County Job Center   | Nancy Pellegrini            | 501 Lake Avenue P O Box 232<br>Florence, WI 54121   | 715-528-4251 | NO | NO |
| WNMU - Channel 13                                  | Eric Smith                  | Northern Michigan University<br>Marquette, MI 49855   | 906-227-9668 | NO | NO |
| WOAS-FM  | John Peterson               | 701 Parker Ave<br>Ontonagon, MI 49953   | 906.884.4422 | NO | NO |
| WSAW-TV  | Al Lancaster                | 1114 Grand Avenue<br>Wausau, WI 54403   | 715-845-4211 | NO | NO |

## EEO Public File Report

|  |                         |  |              |  |    |
|--|-------------------------|--|--------------|--|----|
| WVVC/Knox College  |                         | 2 East South Street Box K-254<br>Galesburg, IL 61401   | 309-341-7266 | NO                                     | NO |
| WXAV/Saint Xavier University   |                         | 3700 West 103rd Street<br>Chicago, IL 60655  | 773-298-3375 | NO                                     | NO |
| Total Resources: 144   |                         |  |              |  |    |
| C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2019-06-01 and 2020-05-31 (this will be a raw number): |                         |  | 2            |  |    |
| D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2019-06-01 and 2020-05-31 Per Recruitment/Referral Sources:   |                         |  |              |  |    |
| Referral<br>Source   | Contact Person          | Address  | Tel #        | Number of<br>Interviewees<br>Referred? |    |
| Michigan Association of Broadcasters   | Website                 | 820 N. Capitol Avenue, Lansing, MI 48906   | 517-484-7444 | 1                                      |    |
| Station Website  | Kevin Ericson           | 313 E. Montezuma Ave   | 9064827700   | 1                                      |    |
| E. Outreach Activities:  |                         |  |              |  |    |
| Date   | Other Outreach Activity | Description of Activity  |              |  |    |
| 08/22/2019   | 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.            |              |  |    |
| 10/28/2019   | College Outreach        | Dylan Underwood, student at Finlandia University, shadowed sales staff employee for three days and interviewed said employee for class.  |              |  |    |
| 11/19/2019   | College Outreach        | Korey Ericson, Gogebic Community College student, interviewed General Manager about radio station and our sales department. Also received information on other job opportunities within the station                            |              |  |    |
| 01/15/2020   | College Outreach        | Station hosted business class from Finlandia University. Showed class how commercial production is performed with a live demonstration in the studio. Took questions about copy, branding, and style for class.                |              |  |    |
| 03/01/2020   | 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. |              |  |    |