

EEO Public File Report
 Covering the Period from June 1, 2014 to May 31, 2016
 Stations Comprising Station Employment Unit:
 WHZZ-FM, WILS-AM, WQHH-FM, WXLA-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 Recruitment	4	6-9-14
2.	Accounts Receivable	BCS	2	9-2-14
3.		Media Staffing		10-2-14
4.	Account Executive	On-Air Recruitment	16	10-6-14
5.	Account Executive	On-Air Recruitment		11-24-14
6.	Accounts Receivable	BCS	2	12-11-14
7.	Creative	All Access.com	9	1-5-15
8.	Account Executive	On-Air Recruitment	3	4-20-15
9. & 10.	Account Executive	Ziprecruiter.com Indeed.com	14	8-10-15
11.	Account Executive	Indeed.com	11	5-9-16

**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	
	Address:	819 N. Washington Ave.	
		Lansing, MI	
	Phone:	517-484-7444	
	Fax:	517-484-5810	
	Notification:	Website	
		CraigsList	
	Address:	222 Sutter St., 9 th Fl.	
		San Francisco, CA 94108	
	Phone:	800-664-0633	
		On-Air Recruitment	3
	Contact:	Tim Sharky	
	Phone:	517-393-1320	
	Address:	600 W. Cavanaugh	
		Lansing, MI 48910	
	Notification	Written	
		MSU College of Communications Arts&Sciences	1
	Contact:	Julie Hagopia	
	Address:	404 Wilson Rd., Room 189	
		E. Lansing, MI 48824	
	Phone:	517-432-2634	
	Email:		
	Notification:	Career Fair Registration	
		GLBC Career Fair	
	Contact:	Julie Sochay	
	Address:	819 N. Washington Ave.	
		Lansing, MI 48906	
	Phone:	517-484-7444	
	Notification:	Career Fair Registration	
		TOTAL INTERVIEWEES FOR POSITION	4

2. Accts. Receivable/ Billing			
		BCS Compliance*	1
	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	
		On-Air Recruitment	1
	Contact:	Cindy Tuck	
	Address:	600 W. Cavanaugh Lansing, MI	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	Email:	jobs@macdonaldbroadcasting.com	
	Website:		
	Notification:	Written	
		TOTAL INTERVIEWEES FOR POSITION	2
3,4,5 ACCOUNT EXECUTIVE			
		MEDIA STAFFING NETWORK	2
	Contact:	Shay Totolo	
	Address:	150 E. Huron St. Chicago, IL 60611	
	Phone:	480-363-6111	
	Email:	shay@mediastaffingnetwork.com	
	Notification:	email	
		Broadcast Compliance Service*	1
	Contact:	Robin Cooper	
	Address:	1700 Rockville Pike, Ste. 400 Rockville, Maryland 20852	
	Phone.:	301-998-6136	
	Email:	robincooper@bcs-ok.com	
	Notification:	Website	
		Station Websites	2
	Contact:	Tim Sharky	
	Address:	600 W. Cavanaugh Lansing, MI	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	Email:	jobs@macdonaldbroadcasting.com	
	Website:		
	Notification:	Written	

		On-Air Recruitment	11
	Contact:	Tim Sharky	
	Address:	600 W. Cavanaugh Lansing, MI 48910	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	Email:	jobs@macdonaldbroadcasting.com	
	Website:		
	Notification:	Written	
		LinkedIn	
	Address:	2029 Stierlin Ct. Mountain View, CA 94043	
	Email:	Linkedin.com	
	Notification:	Website	
		Craigs List	
	Address:	222 Sutter St., 9 th Fl. San Francisco, CA 94108	
	Phone:	800-664-0633	
	Notification:	Website	
		TOTAL INTERVIEWEES FOR POSITION	16
6. ACCOUNTS RECEIVABLE/BILLING			
		BROADCAST COMPLIANCE SERVICES*	2
	Contact:	Robin Cooper	
	Address:	1700 Rockville Pike, Ste. 400 Rockville, MD 20852	
	Phone:	301-998-6136	
	Email:	robincooper@bcs-ok.com	
	Notification:	Website	
		INTERNAL POSTING	
	Address:	600 W. Cavanaugh Lansing, MI	
	Contact:	Rob Wagley	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	Email:	jobs@macdonaldbroadcasting.com	
	Notification:	Written	
		TOTAL INTERVIEWEES FOR POSITION	2
7. CREATIVE SERVICES			
		All Access	8
	Address:	1222 16 th Ave. S., Ste. 25 Nashville, TN 37212	
	Phone:	615-252-6400	
	Fax:	615-252-4838	
	Notification:	Website	

		Michigan Association of Broadcasters	
	Address:	819 N. Washington Ave. Lansing, MI 48906	
	Phone:	517-484-7444	
	Notification:	Website	
		Broadcast Compliance Services*	1
	Contact:	Robin Cooper	
	Address:	1700 Rockville Pike, Ste. 400 Rockville, MD 20852	
	Phone:	301-998-6136	
	Email:	Robincooper@bcs-ok.com	
	Notification:	Website	
		TOTAL INTERVIEWEES FOR POSITION	9
8. Account Executive			
		Station Websites	
	Contact:	Tim Sharky	
	Address:	600 W. Cavanaugh Lansing, MI	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	Email:	jobs@macdonaldbroadcasting.com	
	Website:		
	Notification:	Written	
		On-Air Recruitment	3
	Contact:	Duane Alverson	
	Address:	600 W. Cavanaugh Lansing, MI	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	Email:	jobs@macdonaldbroadcasting.com	
	Website:		
	Notification:	Written	
		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	
		TOTAL INTERVIEWS FOR POSITION	3

9 & 10 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	
		Michigan Association Broadcasters	
	Contact:		
	Address:	809 N. Washington Ave.	
		Lansing, MI 48906	
	Phone:	517-484-7444	
	Notification:	Website	
		Station Websites	2
	Contact:	Tim Sharky	
	Address:	600 W. Cavanaugh	
		Lansing, MI 48910	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	Notification:	Website	
		On-Air WILS, WXLA, WHZZ, WQHH	9
	Contact:	Tim Sharky	
	Address:	600 W. Cavanaugh	
		Lansing, MI 48910	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	Notification:	Written	
		Career Builder	1
	Contact:		
	Address:	200 N. Lasalle	
		Chicago, IL 60601	
	Website:	Written	
	Notification:	Website	
		Zip Recruiter	1
	Address:	1453 3 rd Street, Promenade #335	
		Santa Monica, CA 90401	
	Phone:	877-252-1062	
	Website:	Ziprecruiter.com	
	Notification:	website	
		Indeed.com	1
	Contact:		
	Address:	470 West Ave., Ste. 2002	
		Stamford, CT 06902	
	Phone:	203-564-2418	
	Website:	Indeed.com	
	Notification:	website	
		TOTAL INTERVIEWEES FOR POSITION	14

WHZZ-FM, WILS-AM, WQHH-FM, WXLA-AM
***Resources Contacted by Broadcast Compliance Services**

Agency Name	Contact Name	Address1	City	State	Zip	Phone
Albion Public Schools-Coulhoun County Michigan	Vivian Davis	401 East Michigan	Albion	MI	49224	517-629-9166
American Women In Radio & Television - Grand Rapids	Suzln Vandercook Claver	Comcast Advertising Sales 3500 Patterson	Grand Rapids	MI	49512	616-247-3600
Barry County Work First- FBR	Bruce Nelson	1611 South Hanover	Hastings	MI	49058	616-945-0229
Barry Department of Social Services	Ronald J. Decker	555 West Woodlawn	Hastings	MI	49058	616-948-3200
Barry Intermediate School District	Joyce Snow	575 West Woodlawn	Hastings	MI	49058	616-945-9545
Calhoun Workforce Development Board	Elaine Furu-Baker	Calhoun Intermediate School District 17111 G Drive North	Marshall	MI	49068	
Capital Region Community Foundation	Robin Miner-Swartz	6035 Executive Drive Suite 104	Lansing	MI	48911	517-272-2870
Career Transitions	Ken Soper	3501 Lake Eastbrook Avenue Suite 135	Grand Rapids	MI	49516	
Catholic Social Services		10291 Grand River Road # D	Brighton	MI	48116	
Charlotte County Employment Service Center	Stephanie Marin	311 West First Street	Charlotte	MI	48813	
College, A1 Business & Technical	Jose Hernandez	#14-15 Dr. Rufo Street	Caguas	PR	00725	787-746-1074
College- Calvin College	Kristy Dykhouse	3201 Burton Street, SE Career Development	Grand Rapids	MI	49546	
College-Albion-Department of Economics and Management	W. C. Dyer	Department of Economics and Management Albion College	Albion	MI	49224	517-629-0238
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-Career Development	Glenn Triezenberg	1855 Knollcrest Circle Hekman Library 372	Grand Rapids	MI	49546	616-526-6485
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-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		PO Box 1000	Ferrum	VA	24088	540-365-4338

89.9 FM						
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	Linda Wlegman	300 South 18th Street	Estherville	IA	51334	712-362-7926
College-Kellogg Community College-Employment Networking Services	Lois Masters	450 North Ave	Battle Creek	MI	49017	616.965.3931 x26
College-Lansing Community College	Alandis Baker	PO Box 40010	Lansing	MI	48901	517-483-1172
College-Missouri Valley College-Communications	Harry Carrell	500 East College	Marshall	MO	65340	660-831-4216
College-Montcalm Community College	Karen Stevens	2800 College Dr.	Sidney	MI	48885	517.291.5066
College-Parkland College-Career Center	Sandy Spencer	2400 West Bradley Avenue	Champaign	IL	61821	217-351-2637
College-Stephens College-Communications	Kerry Yost	1200 East Broadway	Columbia	MO	65215	573-876-7133
College-Walsh College	Laurie Siebert	3838 Livernois Road PO Box 7006	Troy	MI	48007	248-823-1625
College-Walsh College of Accountancy and Business Administration	Jill English	3838 Livernois Road	Troy	MI	48007	248-823-1237
College-West Virginia State College- Communications Department	Dr. David Wohl	P.O. Box 1000	Institute	WV	25112	304-766-3195
Commission on Spanish Speaking Affairs	Vicky Potter	201 North Washington Square 3rd Floor	Lansing	MI	48913	517-373-8339
Community Inclusive Recreation	Elisha Hodge	154 West Street	Battle Creek	MI	49017	269-968-8249
Community Resource Center	Chris Kanta	PO Box 433 122 West Main Street	Manchester	MI	48158	734-428-7722
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
Council Against Domestic Assault	Maria Valayil	PO Box 14149	Lansing	MI	48901	517-372-5976
Council for Employment and Training	Mike Gagnon	110 South Superior	Alblon	MI	49224	517-629-5852
Council for Employment and Training	Mike Gagnon	135 Hamblin Avenue	Battle Creek	MI	49015	616-660-1417
Cristo Rey Community Center	Bob Vogel	1717 North High Street	Lansing	MI	48906	517-372-4700
Department of Human Services-Calhoun County, MI	Gwain McCree	PO Box 490 190 East Michigan Avenue	Battle Creek	MI	49014	269-966-1284
Department of Social Services	Gwain McCree	PO Box 490 190 East Michigan Avenue	Battle Creek	MI	49016	269-966-1284
Department of Social Services	Susan Fulton	2300 East Grand River Suite 1	Howell	MI	48843	517-548-0200
Detroit Area Film & Television	Janice King	PO Box 1443	Royal Oak	MI	48068	248-547-0847
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

Employment Group, Inc	Patrick Renkes	4561 West Dickman Rd. P.O. 1457	Battle Creek	MI	49015	269-660-3500
FAMILY INDEPENDENCE	RENEE HAYWARD	P.O. BOX 3007 301 E. LOUIS GLICK HWY	JACKSON	MI	49204	517-780- 7400x
Gateway Milestones for Life	Laura Zielke	821 Fourth Avenue PO Box 272	Lake Odessa	MI	48849	616-471-2897
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 of Southwestern Michigan	Sandra Lealofi	1601 South Burdick Street	Kalamazoo	MI	49004	269-383-2536
GRAND RAPIDS CIL	JOB PLACEMENT	3600 CAMELOT DR SE	GRAND RAPIDS	MI	49546	616-949- 1100x
INGHAM CO FAMILY INDEPENDENCE AGENCY	DOUG WILLIAMS	5303 S. CEDAR ST P.O. BOX 30088	LANSING	MI	48907	517-887-9791
ITHACA COLLEGE/DEPT OF TELEVISION/RADIO	WENMOUTH WILLIAMS	953 DANBY RD 376 PARK HALL	ITHACA	NY	14850	607-274-3331
Jackson Citezen Patriot	Kristin	214 S Jackson	Jackson	MI	49201	517-787-2300
Job Service		555 West Woodlawn Avenue	Hastings	MI	49058	616-962-5411
Kellogg Community College	Laura DePompolo	450 North Avenue Student Employment Services	Battle Creek	MI	49017	269-965- 3931x263
Kellogg Community College - Student Employment Services	Laura DePompolo	450 North Avenue◆◆ Student Center	Battle Creek	MI	49017	269) 965- 3931x2
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
Lansing Community College- WLNZ 89.7 FM	Dave Downing	LCC PO Box 40010, Media Department	LANSING	MI	48901	517-483- 1620x
Lansing State Journal	Melissa Alford	120 E. Lenawee	Lansing	MI	48919	517-377-1030
League of Women Voters of Michigan	Patricia Donath	200 Museum Drive	Lansing	MI	48933	517-484-5383
LINCOLN UNIV//JOURNALISM- COMMUNICATIONS	DON GOVANG	820 CHESTNUT ST	JEFFERSON CITY	MO	65102	573-681- 5280x
Livingston County Job Training Services	Patty Sudbay	1255 East Grand River	Howell	MI	48843	517-552-2106
LUTHERAN SOCIAL SVC	ANNETTE	801 S. WAVERLY RD SUITE 202	LANSING	MI	48917	517-321- 7663x
LUTHERAN SOCIAL SVC	SOCIAL WORKER	766 W. MICHIGAN AVE.	JACKSON	MI	49201	517-789- 6444x
MARO Employment & Training Association	David Price	PO Box 16218	Lansing	MI	48901	517-484-5588
MAXIMUS, INC.	JOB PLACEMENT	2651 N. COOLIDGE RD SUITE 210	EAST LANSING	MI	48823	517-324- 9901x
MAXIMUS, INC.	LYNN DAVENPORT	215 S. WASHINGTON SQUARE SUITE 210	LANSING	MI	48933	517-371- 2658x
MI Dept. of Career Development	Judy Valley	1048 Pierpont Drive Suite 1	Lansing	MI	48913	517-335-4295
Michigan Association of Broadcasters	Denise Weston	819 North Washington Avenue	Lansing	MI	48906	800-968-7622
Michigan Coalition Against Domestic and Sexual Violence	Mary Keefe	3893 Okemos Road Suite B-2	Okemos	MI	48864	517-347-7000
Michigan Department of Career Development	Macia Black- Watson	Williams Building, Victor Office Center 7th Floor, 210 North Washington	Lansing	MI	48913	517-241-3227

		Square				
Michigan Disability Rights Coalition	Norm DeLisle	740 West Lake Lansing Rd., Ste.#400	East Lansing	MI	48823	517.333.2477
Michigan Economic Developers Association	Cassandra Jorae	PO Box 15096	Lansing	MI	48901	517-241-0011
Michigan Hispanic Chamber of Commerce	Raymond Lozano	24445 Northwestern Hwy Suite 206	Southfield	MI	48075	248-208-9915
Michigan Indian Child Welfare Agency	Lynn Thompson	6425 South Pennsylvania Avenue Suite 3	Lansing	MI	48911	517-393-3256
Michigan Nonprofit Association	Brandon Seng	1048 Pierpont Drive Suite 3	Lansing	MI	48911	517-492-2400
Michigan Protection and Advocacy Service	Michelle Wallace	106 W. Allegan Street	Lansing	MI	48933	517.487.1755
MICHIGAN REHABILITATION SERVICES	DORR WARNER	301 EAST LOUIS GLICK HIGHWAY	JACKSON	MI	49201	517-780-7450x
MICHIGAN REHABILITATION SERVICES	LOU ADAMS	1048 PIERPONT SUITE 1	LANSING	MI	48913	517-241-5122
Michigan Rights Commission	Wanda Saxson	110 West Michigan Ste 800	Lansing	MI	48933	517-335-3165
Michigan Works--Eaton County-Capital Area Michigan Works	K. Stoye	311 West First Street	Charlotte	MI	48813	517-541-5278
Michigan Works-Albion-Dislocated Worker and Adult Programs	Will Slone	101 North Albion Street	Albion	MI	49224	517-629-5413
Michigan Works-Barry County-Hastings Service Center	Dr. Terance Lungler	Barry Intermediate School District 535 West Woodlawn	Hastings	MI	49058	269-945-9545
Michigan Works-Calhoun Intermediate School District	Dr. Terance Lungler	17111 G Drive North Gifford/Schultz Educational Service Center	Marshall	MI	49068	269-789-2423
Michigan Works-Ingham County-Lansing Service Center	Teri Bruning	2110 South Cedar Street	Lansing	MI	48910	517-492-5500
Michigan Works-Ingham County-Lansing Service Center	Luanne Dunsford	2500 Kerry Street Suite 210	Lansing	MI	48912	517-371-1100
Michigan Works-Ionia County Service Center	R. Dean Morehead	307 West Adams Street	Ionia	MI	48846	616-527-1360
Michigan Works-Jackson County Service Center	Alice Britton	Commonwealth Commerce Center 209 East Washington Avenue-Suite 100	Jackson	MI	49201	517-841-5627
Michigan Works-Kalamazoo County-Satellite	Cindy Sullivan	1601 South Burdick	Kalamazoo	MI	49001	269-383-2536
Michigan Works-Lansing-Michigan Department of Career Development	Liza Olson	201 North Washington Square, 5th Floor Office of Workforce Development	Lansing	MI	48913	517-335-5858
Michigan Works-Livingston County-Howell	William Sleight	1240 Packard Drive	Howell	MI	48843	517-546-7450
Michigan Works-Montcalm County Central Area Consortium	Ronald Retzloff	904 Oak Drive, Turk Lake PO Box 368	Greenville	MI	48838	616-754-9315
Michigan Works-Montcalm County-Greenville Service Center	John Van Nieuwenhuyzen	114 South Greenville West Drive	Greenville	MI	48838	616-754-3611
Michigan Works-Saginaw County-Chesaning Service Center	Leonard Meisel	110 South Chapin Street Unit B	Chesaning	MI	48616	989-845-1427
Minority Program Services	Harry Bonner	300 B Drive North PO Box 625	Albion	MI	49224	(517) 629-2113
MONTCALM COMMUNITY COLLEGE	KAREN STEVENS	2800 COLLEGE DRIVE	SIDNEY	MI	48885	989-328-1231

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	Robin Scott King	1200 E. Market St.	Greensboro	NC	27401	336-273-1222
NAACP	Amina Turner	114 West Parish St. 2nd Floor	Durham	NC	27701	919-682-4700
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	Ruthle 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
NORTH CAROLINA A&T STATE/COMMUNICATIONS	DR. TERESA STYLES	1601 E. MARKET ST	GREENSBORO	NC	27411	336-334-7900x
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
One Stop Career Center		35209 Gratiot	Clinton Township	MI	48305	810-982-4271
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	PO Box 472	St Johns	MI	48879	989-224-4662
SALVATION ARMY		806 E. PAROLE ST	JACKSON	MI	49201	517-782-7185x
SALVATION ARMY	NYLA OR HELEN	503 LAKE ST P.O. BOX 647	HOWELL	MI	48843	517-546-4705x

SALVATION ARMY - SOCIAL SERVICES	LAURIE	525 N PENNSYLVANIA AVE	LANSING	MI	48912	517-484-4424
SOCIAL SERVICE DEPT	PHIL LARSON	920 E. LINCOLN P.O. BOX 506	IONIA	MI	48846	616-527-5200x
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
Spring Arbor University-Department of Communication and Media	Dr. Wally Metts	Master of Arts Communication 106 East Main Street	Spring Arbor	MI	49283	517-750-1200
St. Augustine's College-Communications Dept.	Katrina Dix	1315 Oakwood Ave.	Raleigh	NC	27610	919-516-4608
St. Clair County Community College	Julle Bishop	323 Erie St.	Port Huron	MI	48060	810-989-5516
Trinity AME Church	Tenetra Howard	3500 West Holmes	Lansing	MI	48911	517-882-5722
United Way and Volunteer Center of Barry County	Lani Forbes	450 Meadow Run Suite 300, PO Box 644	Hastings	MI	49058	269-945-4010
University-Spring Arbor University	John Beck	106 East Main Street	Spring Arbor	MI	49283	517-750-1200
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-WCBN-FM 88.3 Ann Arbor	Jason Voss	530 Student Activities Building	Ann Arbor	MI	48109	734-647-4122
University of Michigan-WUOM Michigan Radio	Jon Hoban	535 West William Suite 110	Ann Arbor	MI	48103	734-764-9210
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-Central Michigan University-Broadcast and Cinematic Ar	Dr. Peter Orlik	School of Broadcast and Cinematic Arts 340 Moore Hall	Mount Pleasant	MI	48859	989-774-3851
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, W.A. Lettings	Kelli Richards	6191 Kraft Avenue, S.E.	Grand Rapids	MI	49512	616-698-7111
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-Department of Communicati	Kelth 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-Franciscan University	Nancy Ronevich	1235 University Blvd.	Steubenville	OH	43952	740-283-3771
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 State University-College of Communication Arts	Lori Dickerson	287 Comm Arts Building	East Lansing	MI	48824	517-355-3410
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-North Carolina Central University-Radio &	Dr. Thomas Evans	1801 Fayetteville Street	Durham	NC	27707	919-530-7113
University-Northern Michigan University	Jim Gadzinski	1401 Presque Isle Avenue 112 Whitman Hall	Marquette	MI	49855	906-227-2800
University-Northwood University-Career Services	Kimberley Fischer-Kinne	400 Whiting Drive Church Family Administration Building	Midland	MI	48640	989-837-4335
University-Oakland University-Macomb-Career Services	Wayne Thibodeau	2200 North Squirrel Road 275 West Vandenberg Hall	Rochester	MI	48309	586-286-2239
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	Kristy Taylor	106 East Main Street	Spring Arbor	MI	49283	517-750-6347
University-Spring Arbor University-KTTG-FM	Michelle Dawson	106 East Main Street	Spring Arbor	MI	49283	517-750-6540
University-Spring Arbor University-WSAE FM	Michelle Dawson	106 East Main Street Spring Arbor University	Spring Arbor	MI	49283	517-750-65359723
University-Temple University-Broad	Patrick Murphy	Broadcast, Telecommunication and Mass Media Depa Annenberg Hall-Room 205	Philadelphia	PA	19122	215 204-3041
University-Tennessee State University-Communications Dept.	Dr. Page	3500 John Merritt Blvd	Nashville	TN	37209	615-963-5812
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
Urban League of Southwestern Michigan	Norman Johnson	172 West Van Buren Street	Battle Creek	MI	49017	269-962-5553
Volunteer Center of Mid-Michigan	Suzanne Eman-Jaehning	1111 Michigan Ave Suite 300	East Lansing	MI	48823	517-203-5010
Wedgewood Christian Youth and Family Services	Teri Clark	3300 36th Street, SE	Grand Rapids	MI	49512	616-942-2110
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
WIII/ University of Illinois- Urbana		300 North Goodwin Avenue	Urbana	IL	61801	217-333-0850
WILX Bulletin Board	Judy Kirk	500 American Road	Lansing	MI	48911	517-393-0110
WKAR - Channel 23	Nancy Gilleo	283 Communication Arts Building	East Lansing	MI	48824	517-432-9527
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- Battle Creek	Norm Harder	223 East Michigan Avenue	Battle Creek	MI	49017	616-966-0608
Work First- Lansing Community College	Jake Rodriguez	315 North Grand Avenue AOF Building, Room 102	Lansing	MI	48901	517-483-1554
Work Skills Corporation	Brenda Ochodnick	100 Summit PO Box 568	Brighton	MI	48116	517-227-4868
Workforce Development	Ralph Loeschner	904 Oak Drive, Turk Lake P.O. Box 386	Greenville	MI	48838	616-754-9315
WSNC/Winston-Salem State University	Dr. Brian Blount	601 Martin Luther King Junior Avenue	Winston Salem	NC	27110	336-750-2320
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



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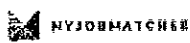
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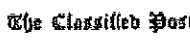
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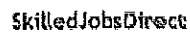
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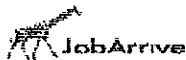
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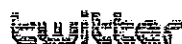
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Company

EEO Outreach Program
June 1, 2014 through May 31, 2016
WHZZ-FM, WILS-AM, WQHH-FM, WXLA-AM

Our Equal Opportunity Employment 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 to fulfill our Equal Employment Opportunity Program obligations.

- 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 November 7, 2014 Duane Alverson, President of MacDonald Broadcasting, attended the Broadcast Career Builder Conference at Lansing Community College-West Campus. Mr. Alverson had the chance to meet one-on-one with many young media professionals and share his years of broadcast experience.
 - b. On March 11, 2015 Duane Alverson, President of MacDonald Broadcasting, Tim Sharky, Market Manager, and Kirby Gwen, On-Air Talent with our Lansing Stations, attended the 2015 MAB Broadcast Media Career & Networking Fair at the Lansing Center in Lansing. More than 200 students and professionals attended the event.
 - c. On March 27, 2015 Duane Alverson, President, and Hope Little, Marketing Coordinator, attended the University Wide Spring Job Fair at Saginaw Valley State University. They were able to meet with many talented young people who showed an interest in the Broadcasting field.
 - d. On April 1, 2016 Duane Alverson, President, and Sarah Hillenbrand, Marketing Coordinator participated in an Employment Fair at Saginaw Valley State University. They met with students, received resumes, and spoke with many about a career in Broadcasting.
 - e. On May 3, 2016 Tim Sharky, Market Manager, and Scott Loomis, Operations Manager, represented MacDonald Broadcasting at the 2016 GLBC Career Fair at The Lansing Center in Downtown Lansing. They had a chance to meet with many students and professionals who are interested in a career in broadcasting.

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.

a. On March 3, 2015 MacDonald Broadcasting Lansing hosted a sophomore student for a day as she shadowed staff and learned how the Lansing campus operates. Present were Duane Alverson, President; Tim Sharky, Market Manager; Don Black, Program Director; and Kirby Gwen, on-air talent.

b. On March 19, 2015 MacDonald Broadcasting Lansing hosted students from Lansing's Peckham program giving the group a tour of the facility and providing them with information about what it takes to embark upon a career in broadcasting. Present were Duane Alverson, President; Tim Sharky, Market Manager; Don Black, Program Director; and Kirby Gwen, on-air talent.

c. On February 26, 2016 Power 96.5 participated in the "Children's Small Talk Auction". A young man, 10 years old, won the chance to become a "DJ for a Day" on Power 96.5 from 2pm to 6pm. This young man was excited to participate and interact with Don Black, On-air talent, learning what it is like to work in broadcasting.

d. On March 3, 2016 Don Black, Program Director participated in Riddle Elementary School's National Reading Month by reading to students and highlighting for the students his role working at a radio station.

e. On March 24, 2016 Don Black, Program Director, participated in Wexford Montessori's National Reading Month by reading to students. He summarized for the students what it was like to be working in the field of radio 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. The Scholarship Award was most recently presented to two high school seniors in June of 2015 and will be presented again in June of 2016.

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 5-31-13 and 6-1-14, 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. regionalhelpwanted.com
- h. greatlakesbayregionaladvertising.com

- i. michmab.com
- j. northernmichigancareers.com
- k. glassdoor.com
- l. ziprecruiter.com (posts to 100+ of the most visited job boards, websites and social networks on the internet)
- m. bcs-ok.com

5. Intern Program. The MacDonald Broadcasting Company Internship Program offers an opportunity to obtain skills and knowledge while working hands on in the field of radio broadcasting. Our internship program allows students with an interest in communications to explore all aspects of the radio broadcasting business. This opportunity allows them to begin to develop and diversify the talents needed to pursue a career in broadcasting.

Interns are engaged in working on significant projects in the areas of on-air production, promotions, social media and a variety of other broadcast related elements. Interns become a key component of the daily operation of MacDonald Broadcasting Company. Interested applicants are required to submit a resume and cover letter via fax or email, complete an application and experience a scheduled interview in order to compete for a number of limited positions.

A qualified applicant participates in an internship lasting the length of one semester and must receive credit through their college/university in order to be eligible.

We interviewed 3 candidates for Session 1. The interview process began late Fall of 2014 and concluded January 29th, 2015. Two interns were chosen for Session 1 and began duties February 1, 2015 and concluded on May 11, 2015. Our interns for Session 1 were all students at Michigan State University.

We interviewed 2 candidates for Session II and one intern was chosen. The internship for Session II began January 11, 2016 and concluded May 2, 2016. Our intern for Session II was a student at Michigan State University.

Kirby Hairston, On-Air personality and Promotions Director, oversees the daily assignments and training schedules for the participants in the program. Scott Loomis, Operations Manager, and Cindy Tuck, General Manager, supervise the overall planning and implementation of the program.

6. Host a Job Fair. On May 12th, 2015 MacDonald Broadcasting Lansing held an Employment Open House and Job Fair at 600 W. Cavanaugh, Lansing, MI from 5-7 pm. Present to greet potential applicants were Cindy Tuck, VP-General Manager; Tim Sharky, Marketing Manager; Scott Loomis, Operations Manager; Don Black, Program Director; Kirby Gwen, On-Air Talent; and Lovell Bland, Account Executive. Resumes were accepted and interviews were conducted by Department Managers. Staff interacted with attendees, gave overviews of available positions, discussed job responsibilities and reviewed required education for employment in the various areas of the broadcast property.

7. Training to Upper Level Management. On October 14, 2015 the MAB presented a live webcast "Navigating the FCC's Equal Employment Opportunity Rules and Public File Requirements" with David Oxenford of Wilkinson Barker Knauer. We feel it is important for our management team to continue to be brought up to date with the EEO requirements. Cindy Tuck, Vice President; Scott Loomis, Lansing Operations Manager; and Angie Martin, Office Manager viewed the presentation on October 14. Tim Sharky, Lansing Marketing Manager, viewed the presentation on October 15 and Duane Alverson, President, also viewed the presentation through an online link provided by the MAB after the webcast presentation.