

## 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 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 Odanah, WI 54861	715-682-7111	NO	NO
Barron County Area Literacy Council, Inc.	Judy Schnacky	1910 22 1/2 Avenue Rice Lake, WI 54868	715-234-1160	NO	NO
Barron County Job Center	Louann Novack	113 North Main Street Rice Lake, WI 54868	715-234-6826	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 Charities, Wausau	Bonnie Osswald	401 5th Street Suite 443 Wausau, WI 54403		NO	NO
Catholic Social Services Bureau	Karma	844 Pierce Avenue Suite 102 Marinette, WI 54143		NO	NO
Chippewa County Human Services	Sharon Skabroud	711 North Bridge Street Room 306 Chippewa Falls, WI 54729		NO	NO
Chippewa County Social Services	Kay Zwiefelhofer	Women, Infants & Children (WIC) 711 North Bridge Street Room 123 Chippewa Falls, WI 54729		NO	NO
Chippewa River Industries	David J Lemanski	2050 County Road 1 Chippewa Falls, WI 54729		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

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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
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-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-Nicolet Area Technical College	Lori Vance	9569 Highway 70 West Minocqua, WI 54548	715-356-6753	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
Department of Social Services	Kathleen Langhals	500 West McMillan PO Box 27 Newberry, MI 49868	906-293-5144	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		715-561-5033	NO	NO

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		110 2nd Avenue South Hurley, WI 54534			
Experience Works, Gwinn	Dennis Koers	PO Box 905 Gwinn, MI 49841	906-346-9410	NO	NO
Florence County Community Support Program	Robert Macaux	Courthouse - Human Services Department P O Box 170 Florence, WI 54121	715-528-3296	NO	NO
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
Grand Traverse Band of Ottawa and Chippewa Indians	Mike Teeple	2605 North West Bay Shore Drive Peshawbestown, MI 49682	231-271-3538	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

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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
Job Service	Genny Stratil	Medford Job Center 620 East College Avenue Medford, WI 54451	715-748-3143x562	NO	NO
Karepak-AVAIL, Incorporated	Michelle Arrowood	Advocates for Victims of Sexual & Domestic Abuse P O Box 355 Antigo, WI 54409	715-623-5177	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
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
Marathon County Literacy Council	Corinne Solsrud	300 North First Street Wausau, WI 54403	715-261-7292	NO	NO
Menominee County Adult Education System	Liza Estlund	2101 18th Street 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 Alliance	Orrin Bailey	2650 College Avenue Escanaba, MI 49829	906-789-0558	NO	NO

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Michigan Works-Luce County-Newberry Service Center	Gwen E. Worley	501 West Harrie Street Newberry, MI 49868	906-293-8551	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-Flint	A. C. Dumas	PO Box 1336 Flint , MI 48501	810-785-3733	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
North Central Community Action Program in Wausau Wisconsin	Mary Jaax	605-1/2 Third Street Wausau, WI 54403	715-842-7556	NO	NO
Northcentral Area Technical College	Dan Nowak	Antigo Campus 312 Forrest Avenue Antigo, WI 54409	715-623-7601	NO	NO
Northcentral Area Technical College	Houa Lee	Counseling Services, Minority Students Student Services, 1000 W Campus Wausau, WI 54401	715-675-3331x482	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	Renata Vissers	Center for Students with Disabilities (CSD) 1000 West Campus Drive Wausau, WI 54401	715-675-3331x634	NO	NO
Northern Advantage Job Center	Norman Martin	100 West Keenan Street Rhineland, WI 54501	715-365-2667	NO	NO

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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	Connei Burditt	Mead Hall, Room 124 1411 Ellis Avenue Ashland, WI 54806	715-682-1240	NO	NO
Northland College	Jenna Casey	Ponzio Campus Center # 209 1411 Ellis Avenue Ashland, WI 54806	715-682-1398	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	16076 West Highway 63 Hayward, WI 54843	715-634-2299	NO	NO
Northwest Wisconsin CEP	Corey Kemps	422 3rd Street West Suite 200, P O Box 616 Ashland, WI 54806	715-682-9141	NO	NO
Ohio and Illinois Centers for Broadcasting	Debbie Byrd	9000 Sweet Valley Drive Valley View, OH 44125	216-447-9117	NO	NO
Price County Probation & Parole Office		Courthouse, 126 Cherry Street Room 2 Phillips, WI 54555	715-339-3770	NO	NO
Probation & Parole - Marathon County Units 606 & 614	Jeffrey Johnson	500 Forest Street Wausau, WI 54402	715-261-1600x163	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 - Barron County Unit 504	Mike O'Keefe	101 North Wilson Avenue Rice Lake, WI 54868	715-234-6925	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
River Source Family Center	Mckinzi Simonsen		715-720-1841	NO	NO

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		403 High Street Chippewa Falls, WI 54729			
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 in Chippewa Falls	Amanda Pickl	521 North Bridge Street Chippewa Falls, WI 54729	715-726-9506	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
Salvation Army-Wisconsin-Wausau Corps Community Center	Randy Hahn	202 Callon Street Wausau, WI 54401	715-845-4272	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
Specs Howard School of Broadcast Arts	Nancy Shiner	19900 West Nine Mile Road 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 Medford, WI 54451	715-748-3332	NO	NO
The Women's Community, Inc.	Jane Grey-Jennings	Domestic Abuse & Sexual Assault Victim Services 2801 7th Street, Suite 300 Wausau, WI 54403	715-842-5663	NO	NO
United Way's First Call	Julie Grip	137 River Drive Wausau, WI 54403	715-848-2927	NO	NO

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University of Wisconsin-Barron County Campus	Dale B. Fenton	Meggers Hall, Room 127 1800 College Drive 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 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 Wausau, WI 54401	715-261-6239	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
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



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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 Rehahiliitation, Chippewa County	Karla Opatz	770 Scheidler Road Chippewa Falls, WI 54729	715-720-2843	NO	NO
Vocational Rehahiliitation, Marathon County	Nancy Burkholder	364 Grand Avenue Wausau, WI 54403	715-261-7760	NO	NO
Vocational Rehahiliitation, Rhinelander	Debra Soulier	158 South Anderson Street 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 North Bridge Street, Room 222 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 Ellis Avenue Ashland, WI 54806	715-682-7004	NO	NO
Wisconsin Department of Health and Family Services	Jean Durch	WIC, 711 North Bridge Street Room 222 Chippewa Falls, WI 54729	715-726-7903	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
WSAW-TV	Al Lancaster	1114 Grand Avenue Wausau, WI 54403	715-845-4211	NO	NO

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WVVC/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: 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 Source	Contact Person	Address	Tel #	Number of Interviewees 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.			