

EEO Public File Report Form
 Covering the Period from June 1, 2011 to May 31, 2012
 Stations Comprising Station Employment Unit:
 WHZZ-FM, WILS-AM, WQHH-FM, WXLA-AM

	FULL-TIME POSITIONS FILLED BY JOB TITLE	RECRUITMENT SOURCE OF HIRE	TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION	DATE OF HIRE
1	General Sales Mgr.	Referral	2	06-20-11
2	Program Director	AllAccess.com	4	08-08-11
3&4	Account Executive	Referral & On Air	3	08-22-11
5	Account Executive	Former Employee	9	04-16-12

3& 4 Account Executive			
		BCS Compliance*	0
	Contact:	Robin Cooper	
	Address:	1700 Rockville Pike #400	
		Rockville, Maryland	
	Phone:	301-998-6136	
	Fax:	301-775-3185	
	Email:	robincooper@bcs-ok.com	
	Website:	www.bcs-ok.com	
	Notification:	Website	
		On-air Recruitment	2
	Contact:	Duane Alverson	
	Address:	600 W. Cavanaugh	
		Lansing, MI	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	Email:	Alve2549@aol.com	
	Notification:	Verbal	
		Referral	1
	Contact:	Kenneth MacDonald	
	Address:	600 W. Cavanaugh	
		Lansing, MI	
	Phone:	517-393-0882	
	Fax:	517-393-0882	
	Email:		
	Notification:	Verbal	
		Station Websites	0
	Contact:	Kenneth MacDonald	
	Address:	600 W. Cavanaugh	
		Lansing, MI	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	Notification:	Written	
		Total Interviewees for Job Position	3

5 Account Executive			
		Station Websites	2
	Contact:	Rob Wagley	
	Address:	600 W. Cavanaugh	
		Lansing, MI	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	E-Mail:	jobs@macdonaldbroadcasting.com	
	Notification:	Written	
		On-Air	5
	Contact:	Rob Wagley	
	Address:	600 W. Cavanaugh	
		Lansing, MI	
	Phone:	517-393-1320	
	Fax:	517-393-0882	
	E-Mail:	macaudio@chartermi.net	
	Notification:	Written	
		Broadcast Compliance Services*	1
	Contact:	Robin Cooper	
	Address:	1700 Rockville Pike #400	
		Rockville, Maryland	
	Phone:	301-998-6136	
	Fax:	301-983-4634	
	E-Mail:	robincooper@bcs-ok.com	
	Notification:	Website	
		Former Employee	1
	Contact:	Victoria Patterson	
	Address:	2822 Canarsie Dr.	
		Lansing, MI	
	Phone:	954-703-9313	
	Fax:		
	E-Mail:		
	Notification:	Phone	
		Total Interviewees for Job Position	9

Station: 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	Suzin 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 89.9 FM		PO Box 1000	Ferrum	VA	24088	540-365-4338	
College-Henry Ford Community College	Jay Korinek	5101 Evergreen Road Telecommunications Department	Dearborn	MI	48128	313-845-6477	
College-Hope College	Sara DeVries	100 East 8th Street	Holland	MI	49423	616-395-7950	
College-International College of Broadcasting	Gary Doster	6 South Smithville Road	Dayton	OH	45431	937-258-8251	

College-Iowa Lakes Community College	Linda Wiegman	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	Albion	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 Broadcating 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 Square	Lansing	MI	48913	517-241-3227	
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 Lunger	Barry Intermediate School District 535 West Woodlawn	Hastings	MI	49058	269-945-9545	
Michigan Works-Calhoun Intermediate School District	Dr. Terance Lunger	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	Ruthie Stevenson	PO Box 1063	Mount Clemens	MI	48046	586-783-7530	
NAACP-Monroe County Branch	William Vance	PO Box 243	Bloomington	IN	47402	812-332-1513	
NAACP-National Branch-Baltimore, Maryland	Yolanda Hunter	4805 Mount Hope Drive	Baltimore	MD	21215	877-622-2798	
NAACP-Niles	Reverend Saundria Wilson	924 Cherry Street	Niles	MI	49120	616-683-0249	

NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006	Three Rivers	MI	49093	269-273-3170	
NAACP-Van Buren County	Flozene King	72238 East 34th Avenue	Covert	MI	49043	269-764-3718	
NAACP-Washington Bureau	Hilary Shelton	1156 15th Street, NW Suite 915	Washington	DC	20005	202-463-2940	
NAACP-Ypsilanti-Willow Run	Sharon Newton-Glen	PO Box 107	Whittaker	MI	48190	734-480-9654	
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	Julie 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-	Arthur M. Reese	9501 South King Drive	Chicago	IL	60628	773-995-2280	

Communications-Media Arts		Douglas Library, #116					
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	Keith Damron	129 Quirk Building	Ypsilanti	MI	48197	734-487-0064	
University-Elizabeth City State University	Melba Smith	1704 Weeksville Road	Elizabeth City	NC	27909	252-335-3985	
University-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-Tennesse 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	
Will/ 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 Ochodnický	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	
WVVC/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	

EEO Outreach Program
June 1, 2010 through May 31, 2012
WHZZ-FM, WILS-AM, WQHH-FM, WXLA-AM

Our Equal Opportunity Employment Outreach Program included 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 as well as 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 completed for our Equal Employment Opportunity Program.

1. Participation in Career Fairs/Career Days – A number of our staff members have participated in Career Fairs and Career Days, helping to promote radio in its entirety. MacDonald Broadcasting Company strongly believes that radio offers Sales, Programming and Support positions as rewarding careers. Several of our Top Level Management have attended Career Fairs through the state, predominately Universities, promoting the idea that Radio Advertising Sales and Support Staff can come from all walks of life and that you do not need a major in advertising to have a career in broadcasting.

- a.** On Tuesday, October 12, 2010 from 8:00 am to 4:00 pm Duane Alverson, President of MacDonald Broadcasting and Lindsey Alverson, Event & Marketing Coordinator at MacDonald Broadcasting Company attended Greater Lansing Journey to Jobs.

- b.** On Thursday October 7, 2010 from 12:00 noon to 3:00 pm, Duane Alverson, President of MacDonald Broadcasting and Lindsay Alverson, Marketing Coordinator, attended the 2010 Regional Broadcast Media Career & Networking Fair at Central Michigan University in Mt. Pleasant.

- c.** On August 4, 2011 from 11:30 am to 1:30 pm, Duane Alverson, President and Tami Watchorn, Account Executive, attended the Pure Michigan Opportunity—Great Lakes Bay Career Fair.

- d.** On November 4, 2011 Rob Wagley, our Lansing General Sales Manager, attended the 2011 Broadcasting Career Builder Conference at the Lansing Community College West Campus.

- e.** On February 22, 2012 we attended the 2012 Spring Career Expo at Northwood University.

2. Host a job fair. MacDonald Broadcasting Lansing held a Spring Open House Career Fair on March 19, 2011 from 10:00 am til 2:00 pm. Present to greet potential applicants were Kenneth H. MacDonald, Owner; Duane Alverson, President; Cindy Tuck, Vice President; Rich Perry, General Sales Manager; Scott Loomis, Operations Manager; and Lee Cohen, WILS/WXLA Sales Manager. Resumes were accepted and applications were filled out. Each person who attended the job, submitted a resume, and decided to fill out an application was given an interview on the spot. Those who were interested were also given a tour of the facility and questions regarding broadcast operations were answered.

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. explored various options before designing and establishing 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. The Kenneth Hugh MacDonald, Sr. Scholarship Fund was established shortly after the death of the MacDonald Broadcasting founder in 1990. The scholarship fund 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.

4. Intern Program - Interested parties in the intern program are required to fill out an application and complete a scheduled interview. Additionally, to participate in the program they must be enrolled in a college degree program and eligible to earn college credit for participation in the program. Upon completion of the interview process, 3 or 4 qualified applicants are brought into the 4-6 month program. Our interns get the chance to learn many aspects of the radio stations' daily functions: to include planning and implementing of promotions, interaction with sales on promotions and the sales process, production skills, on-air technique, the daily workings of the radio station and assisting with social media sites under supervision. Along with station personnel and managers, interns attend major events in the Lansing/East Lansing Area, radio station planned community events, and station supported charity and promotional events. The interns help with promotional tasks, and attend station remotes when assigned. It is our goal to teach our interns about broadcasting and how it relates to them in their pursuit of a broadcast career. Our interns, this period, were all students at Michigan State University. Pam Gibbs-Smith, 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, oversee the overall planning and implementation of the program.

5. Training to Upper-level Management – On December 9, 2010 Cindy Tuck, Vice-President of MacDonald Broadcasting Company, gave an EEO training session to everyone at the Spring Staff Meeting conducted at the University Club at Michigan State University. Present were Kenneth H. MacDonald, Jr., Owner; Duane Alverson, President; full time and part time staff. She discussed the hiring pool and information used to fulfill requirements including wide dissemination, providing notice of full time vacancy to all who request it, and completing outreach initiatives. Ms. Tuck explained the EEO reports that are posted on the websites and in the EEO file. She also explained the four initiatives we had just completed and explained what everyone needed to do to help complete future initiatives. All staff members were encouraged to promote community outreach and take a more active role in encouraging students of all age groups and grade levels to consider broadcast careers by volunteering to speak at schools or clubs.

On April 25, 2012 Cindy Tuck, Vice President and EEO Supervisor and Angie Martin, EEO Coordinator, took part in the webinar “The Rules of Radio #3 – EEO.

6. Created a Full-Time Position – A new position was created in 2011 specifically for Pamela Gibbs-Smith to gain full-time employment as Promotions Director for MacDonald Broadcasting Company in Lansing. Pam worked part-time for MacDonald Broadcasting company as an on-air announcer and expressed an interest in full time employment. The company was contemplating hiring a dedicated part-time staff person to oversee promotions and event marketing for Lansing and Pam expressed an interest in pursuing a position which would combine her current responsibilities with those the company was considering for a promotions person. A 90-day plan with specific goal achievement was put in place in which Pam could substantiate that her abilities aligned with the position being considered. At the end of 90 days, Jay Hicks, Program Director; Scott Loomis, Operations Manager; and Cindy Tuck, GM met with Pam for an assessment. A list of responsibilities was reviewed with Pam and it was agreed that she would begin full time employment with MacDonald Broadcasting on June 1, 2011.