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Broadcast Equal Employment Opportunity Program Report Application Submitted

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Your application has been submitted for processing.

- Please pay any fees associated with this application.
- Use the assigned **File Number** when referencing this application in the future.
- The progress of this application can be tracked on the **Applications** page.

Application Summary

File Number: 0000214872
 Application Purpose: EEO Report
 Status: Submitted
 Date Submitted: 05/16/2023

Applicant Information

Name: THUMB BROADCASTING, INC.
 Title:
 Address: 935 SOUTH VAN DYKE RD
 BAD AXE, MI 48413
 United States
 Phone: +1 (989) 269-9931
 Email: aymenric@gmail.com

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FRN: 0002765170 | Search | Log Out

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Unpaid Fees	File Number	Submit Date	Call Sign	Facility ID	State	City	Service Code	Purpose	Description	Status Date	Status
	0000214872	05/16/2023	WLEW	67045	MI	BAD AXE	AM	EEO Report	2023 EEO Report (revised) WLEW-AM, WLEW-FM, WHST-FM	05/16/2023	Submitted

Navigation: « First « Prev 1 Next » Last »

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2023 (Revised) FC...pdf Show all

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0002765170** | File Number: **0000214872** | Submit Date: **05/16/2023** | Call Sign: **WLEW** | Facility ID: **67045** | City: **BAD AXE** | State: **MI**

Service: **Full Power AM** | Purpose: **EEO Report** | Status: **Submitted** | Status Date: **05/16/2023** | Filing Status: **Active**

General Information

Section	Question	Response
Application Description	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	2023 EEO Report (revised) WLEW-AM, WLEW-FM, WHST-FM
Attachments	Are attachments (other than associated schedules) being filed with this application?	Yes

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
THUMB BROADCASTING, INC. Doing Business As: THUMB BROADCASTING, INC.	Richard A. Aymen 935 SOUTH VAN DYKE RD BAD AXE, MI 48413 United States	+1 (989) 269-9931	aymenric@gmail.com	COR

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Richard Arthur Aymen General Manager THUMB BROADCASTING, INC.	Richard A. Aymen 935 SOUTH VAN DYKE RD BAD AXE, MI 48413 United States	+1 (989) 269-9931	aymenric@gmail.com	Legal Representative
ROY P Stype CONSULTING ENGINEER CES Engineering	Roy P. Stype P. O. BOX 807 2324 NORTH CLEVELAND- MASSILLON ROAD BATH, OH 44201 United States	+1 (330) 659-4440	test@fcc.gov	Technical Representative

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
67046	WLEW-FM	BAD AXE	MI	No
762368	WHST	PIGEON	MI	No
67045	WLEW	BAD AXE	MI	No

Program Report Questions

Section	Question	Response
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Discrimination Complaints	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No
Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No

Additional Program Report Questions

Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Richard A Aymen	General Manager

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	05/16 /2023
Certified Title	General Manager
Authorized Party Name	Richard A Aymen , Aymen .

Attachments

File Name	Uploaded		Description	Upload Status
	By	Attachment Type		
2022 Employees Hired(6-1-21--5-31-22).pdf	Applicant	EEO Public File Report		Done with Virus Scan and/or Conversion
2022 Recruitment Initiatives 6-1-21--5-31-22.pdf	Applicant	Narrative Statement		Done with Virus Scan and/or Conversion
2023 Employees Hired(6-1-22--5-31-23).pdf	Applicant	EEO Public File Report		Done with Virus Scan and/or Conversion
2023 Recruitment Initiatives 6-1-22--5-31-23.pdf	Applicant	Narrative Statement		Done with Virus Scan and/or Conversion
Employment Mission Statement 2023.pdf	Applicant	Narrative Statement		Done with Virus Scan and/or Conversion



Thumb Broadcasting, Inc.
935 South Van Dyke Rd Phone (989) 269-9931
Bad Axe, MI 48413 Fax (989) 269-7702

POWERING THE GREATER THUMB & SUNRISE SIDE OF THE STATE

CRUISE 102.1 FM & 1340 AM

WLEW

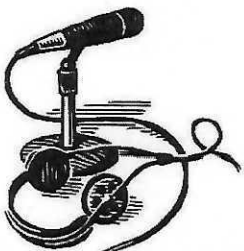
Mission Statement

May 10, 2023

We at WLEW-AM and WLEW-FM try to hire the most qualified people for our radio stations regardless of race, gender, gender identity, age, religion, marital status, or sexual orientation. We advertise and post job opportunities to our entire community with numerous local postings, radio broadcast schools, colleges, internet postings, and outreach resources that are available in our very rural area. WLEW-AM & WLEW-FM work closely with our local Huron Area Tech Center and our local High Schools to sponsor internships with local students to acquaint them with what it means to be a local broadcaster in our community. We also attend career day events, sponsor and participate in job fairs in our area when available.

Sincerely,

Richard A. Aymen
President/Secretary/Treasurer
WLEW-AM and WLEW-FM



WLEW.. *We're Listening To You*

Recruitment Initiatives

Radio Station Tours and Job Fairs: WLEW-AM & WLEW-FM invites the public to participate in radio station tours on at least a monthly basis throughout the year. Due to Covid-19, the CDC, and executive orders by our Michigan's Governor from 2020 through 2022, our doors were locked to the public for much of that time. As Covid-19 subsides our doors are back open to the public, still the local schools and community are still more hesitant to schedule tours and workshops with students (not like it used to be pre-covid). Thumb Broadcasting, Inc. has also been finding other, innovative ways to show our commitment to Equal Opportunity Employment and dedication to our community.

- A. June 1, 2023 and continuing today - All in person job fairs were very limited in 2022 due to Covid-19 restrictions. Our doors at Thumb Broadcasting were somewhat limited to outside visitors until 2023. Even in 2023 our local schools and community are still more hesitant to schedule tours and workshops with students at our facility (not like it used to be pre-covid). Since June 1, 2022 we have been promoting the weekly food distribution sites that were set up throughout Huron, Sanilac and Tuscola Counties. We also handled many daily phone calls throughout 2021-2022 to assist the needy on where and when these pop-up food pantries were occurring. Thumb Broadcasting(WLEW-AM, WLEW-FM & WHST-FM) is now the focal point in our area to promote area food pantries and pop up food pantries.
- B. November 29 – December 6, 2022 – Every year Thumb Broadcasting Inc. works with “Clothe A Child” organization to promote donating winter coats, sweaters, and apparel for area children. This year Ralph Iden from Thumb Broadcasting Inc. spearheaded the radio campaign for donations and volunteers to promote this great cause for our area. Ralph brought Cherie Maurer from Clothe A Child into our facility for a tour and to record the promotions to be broadcast over the radio to help out this cause. Again, the 2022 Clothe A Child campaign was another great success clothing many underprivileged children in our area just in time for the winter months.
- C. January 18, 2023 Ric Aymen and Tina Hind met with the Huron County 4-H and extension office volunteers and personnel. In attendance were Kari VerEllen, Patty Error, Jeff Gillig and Cynthia Puvalowski. After a tour of our facilities and production capabilities, we discussed how we can get the 12 noon hour Huron County Extension Office one minute updates back running again promoting 4-H youth in our community. We worked out production ideas, equipment and guidelines. We showed the people in attendance how to do simple production and editing and logistics to get this public service program to become a reality.
- D. March 8, 2023 Ric Aymen met with Kari VerEllen and Patty Error at the radio station. After attempting to get their laptop going and showing them how to record, edit and playback audio files for updates from the 4-H youth extension office, Ric Aymen went to the extension office and Bad Axe to set up the extension office computer with audio recording including showing Kari how to

record, edit and send mp3 files to the station for the MSU extension office shows. We are now currently running 2 minute 4-H Youth shows 5 days a week.

- E. May 12, 2023 – Thumb Broadcasting promoted a Michigan in-person and virtual Michigan job fair May 12th from 3:30pm to 7:30pm to connect Michigan residents with professional trades and career opportunities.

General Outreach Effort

WLEW-AM & WLEW-FM facilitates our employees to outreach, give speeches, go to meetings, and attend job fairs throughout the communities we serve. Our wonderful community minded employee team including but not limited to: Kelly Castro, Tina Hind, Richard Aymen, Ralph Iden, Rachel Bronson, Niq Johnson, Deb Brandow as well as other Thumb Broadcasting employees are periodically invited as guest speakers to local organizations. They help with promoting job fairs, take students and community members on tours of our facility and assist them in producing their voices on commercials and promotions as well as live interviews to facilitate awareness of our media throughout our Thumb Area Community. During these activities, they speak on and explain the complexities of a radio station as well as the various departments and job duties assigned to various employees who work in our facility. They work with many area schools, government agencies and non-profit organizations in our listening area on how our radio stations can work with their non profit organization to achieve their fundraising goals in order for us to help support the communities in which we serve in both employment opportunities and free promotional support for their organization events as well. As things are kind of opening up since the covid 19 lockdowns, WLEW-AM, WLEW-FM and WHST-FM are doing our best to outreach in our community the best we can under these circumstances where people are still less likely to go out and groups are still less likely to tour our facility with covid concerns.

- A. June 1, 2023 and continuing today – Continuous vaccine roll outs. Ever since the vaccines were approved by the FDA, WLEW-AM and WLEW-FM have been “on the cutting edge” of promoting the vaccine distribution sites and promoting people of all ages to get vaccinated. Our staff devotes countless hours for on-air marketing in coordination with our local health departments and government agencies on the benefits of vaccinations and places the public can find to get vaccinated and get their booster shots in order to eradicate this terrible virus pandemic. We continuously run PSA’s, radio news stories and our announcers talk live on air on the benefits of vaccination, where to get vaccinated. We are proud that we are continuing to help with these numbers to hopefully eradicate the coronavirus pandemic.
- B. June 15th 2022 – What do You Think Program with live interview and tour Community Health Partnership and Man Therapy
- C. July 6th, 2022 – What do You Think Program with live interview and tour with Harbor Beach Chamber of Commerce – Miranda Cameron

- D. July 20th, 2022 – What do You Think Program with live interview and tour Huron Community Fair Committee with Clark Brock and Miranda Cameron
- E. August 24th, 2022 – What do You Think Program with live interview and tour with Port Austin Art in the Park Committee – Miranda Cameron and Debrah Basset Maxwell
- F. December 2, 2022 – Tour of the facilities with Desiderio Sanchez Jr. Wanted to see what a radio station was like. Tina Hind.
- G. December 13, 2022 – Field Trip with Owengage Schools 7th and 8th graders. Educational field trip. The kids learned on air, commercial production, and made a Christmas commercial. Rachel Bronson.
- H. January 1, 2023 – Field Trip with Bad Axe High School National Honor Society. Production of commercial with students for blood drive. Hayden & Mrs. Roth Guza.
- I. February 9, 2023 – Bad Axe Rotary Club – recording on air and tour for Winter Wine Fest.
- J. March 22nd, 2023 – What do You Think Program with live interview and tour Thumb Community Health Partnership regarding Children’s Behavioral Health Campaign.
- K. April 12th, 2023 – What do You Think Program with live interview and tour CAN Council – 40 minute live interview with Danielle Russel, the development and communications director for the the CAN Council.
- L. April 26th, 2023 – What do You Think Program with live interview and tour ABATE – State Operations Director interview live on air regarding Motorcycle safety and awareness on the roads in Michigan.
- M. May 2nd, 2023 – Listener Kathy Guiger toured the facilities with Donald Kelly (Mac).
- N. May 3rd, 2023 – What do You Think Program with live interview and tour Positive Alternatives – Executive Director April Woodall regarding pregnancy testing, options education, parenting education, and material services available in Huron and Tuscola Counties.

Recruitment Initiatives

Radio Station Tours and Job Fairs: WLEW-AM & WLEW-FM invites the public to participate in radio station tours on at least a monthly basis throughout the year. Due to Covid-19, the CDC, and executive orders by our Michigan's Governor, our doors were locked to the public for quite a bit of the year. As Covid-19 subsides in our community, Thumb Broadcasting, Inc. is starting to get back to normal. We have also been finding other, innovative ways to show our commitment to Equal Opportunity Employment and dedication to our community.

- A. November 1, 2021 and continuing today - All in person job fairs were very limited in 2021 due to Covid-19 restrictions. Our doors at Thumb Broadcasting were locked to outside visitors early on in this scheduled reporting period. Therefore, we were very limited in the scope of tours and teachings at our facility for students from our area schools and organizations. We began limited tours late in 2021 and continuing into 2022 as the pandemic issues began subsiding in our area. Since June 1, 2021 we have been promoting the weekly food distribution sites that were set up throughout Huron, Sanilac and Tuscola Counties. We also handled many daily phone calls throughout 2021-2022 to assist the needy on where and when these pop-up food pantries were occurring. Thumb Broadcasting(WLEW-AM & FM) is now the focal point in our area to promote area food pantries and pop up food pantries.
- B. November 10, 2021 – Every year Thumb Broadcasting Inc. works with “Clothe A Child” organization to promote donating winter coats, sweaters, and apparel for area children. This year Ralph Iden from Thumb Broadcasting Inc. spearheaded the radio campaign for donations and volunteers to promote this great cause for our area. Ralph brought Cherie Maurer from Clothe A Child into our facility to record the promotions to be broadcast over the radio to help out this cause. Again, the 2021 Clothe A Child campaign was another great success clothing many underprivileged children in our area just in time for the winter months.
- C. November 30, 2021 - Due to Covid-19 ravaging the state of Michigan and our Governors stay at home orders and limits on the number of people who could assemble, all job fairs that are normally scheduled in our area were all cancelled or somewhat limited. But...On November 30, 2021 the GST Michigan Works organized a job fair at the Gathering Place in Bad Axe for our regional area. Thumb Broadcasting(WLEW-AM & FM) participated and promoted the job fair on the radio and on our website thumbnet.net to encourage participants to speak with our area employers for local employment. Crag Routzahn from Thumb Broadcasting spearheaded the project on our end along with officials from GST Michigan Works.
- D. February 14, 2022– Marketing consultant and long term employee Debbie Brandow provided a tour of our Thumb Broadcasting facility for several students from Zion Lutheran School in Harbor Beach, Michigan. Along with Principal Cindy Brown in our facility, Debbie recorded four of the students for their German Dinner event. She showed them not only the workings of a radio station, Debbie worked with them on how to create, record, and edit a commercial/PSA

and how to put emphasis on recording a commercial and in public speaking. The students learned quite a bit and did a great job.

General Outreach Effort

WLEW-AM & WLEW-FM facilitates our employees to outreach, give speeches, go to meetings, and attend job fairs throughout the communities we serve. Our wonderful community minded employee team including but not limited to: Kelly Castro, Tina Hind, Richard Aymen, Ralph Iden, Rachel Bronson, Deb Brandow as well as other Thumb Broadcasting employees are periodically invited as guest speakers to local organizations. They help with promoting job fairs, take students on tours of our facility and assist them in producing their voices on commercials and promotions to facilitate awareness of our media throughout our Thumb Area Community. During these activities, they speak on and explain the complexities of a radio station as well as the various departments and job duties assigned to various employees who work in our facility. They work with many area schools and non-profit organizations in our listening area on how our radio stations can work with their non profit organization to achieve their fundraising goals in order for us to help support the communities in which we serve in both employment opportunities and free promotional support for their organization events as well. With Covid-19 ravaging our country and social distancing measures in place, many of these tours and job fairs were cancelled. As things begin to open up and we get “back to normal”, WLEW-AM & WLEW-FM are doing our best to outreach in our community the best we can under these continually changing circumstances.

- A. June 1, 2021 and continuing today – Continuous vaccine roll outs. Ever since the vaccines were approved by the FDA, WLEW-AM and WLEW-FM have been “on the cutting edge” of promoting the vaccine distribution sites and promoting people of all ages to get vaccinated. Our staff devotes countless hours for on-air marketing in coordination with our local health departments and government agencies on the benefits of vaccinations and places the public can find to get vaccinated and get their booster shots in order to eradicate this terrible virus pandemic. We continuously run PSA’s, radio news stories and our announcers talk live on air on the benefits of vaccination, where to get vaccinated, and the benefits of masks. As of this writing, Huron County still has one of the highest vaccination rates of any county in the State of Michigan. We are proud that we helped with these numbers to hopefully eradicate the coronavirus pandemic.
- B. July 13, 2021 – Kim and David from Sterling Heights said they love the station and wanted to see what it was all about. They have listened for years at their cottage in Caseville and now stream us in Sterling Heights. Kelly Castro provided a complete tour of our facility and answered many questions they had about radio.
- C. August 18, 2021– Carrie Johnson took a tour of our radio facilities. Employee Nate Franklin provided the tour for her.

- D.** September 10, 2021 – Thumb Broadcasting Inc. held a tour of the radio station with Matt Brickel who was interested and “has never seen a radio station before”. After a careful screening process, Tina Hind provided the tour.
- E.** September 29, 2021 – Thumb Broadcasting Inc. held a tour of the radio station, recorded voices, and promoted the Bad Axe Public Schools 8th grade “Mom-to Mom” sale. This helps these 8th graders understand the workings, promotion, and marketing our radio station can do for our community.
- F.** January 10, 2022– Marketing consultant and long term employee Debbie Brandow recorded Bad Axe Public Schools 8th grade students for their pulled pork dinner/fundraiser that occurred on January 26, 2022. Debbie worked with them on how to create, record, and edit a commercial/PSA and how to put emphasis on recording a commercial and in public speaking.

EEO Public File Report

Covering the period from

June 1, 2021 to May 31, 2022

Stations Comprising Stations Employment Unit

WLEW (AM), WLEW (FM)

	Full Time Positions filled by Job Title	Recruitment Sources Used to Fill Vacancy	RS Referring Hiree	Hire Date
1	on-air personality	1, 2, 7, 8, 13, 14	7	6/1/2021
2	on-air personality	1, 2, 7, 8, 13, 14	7	7/16/2021
3	on-air personality	1, 2, 7, 8, 13, 14	7	9/20/2021
4	Salesperson	1,8,13,14,15	8	2/28/2022
5	on-air personality	1,5,7,8,13,14,15	13	3/1/2022
6	on-air personality	7,8,13,14,15	8	3/16/2022
7	on-air personality	1,5,7,8,13,14,15	8	4/11/2022
8	on-air personality	1,7,8,13,14,15	7	5/2/2022
9	on-air personality	7,8,13,14,15	8	5/6/2022



Thumbnet.net
Your Guide to the Thumb of Michigan!

RS Number	WLEW (AM), WLEW (FM) Recruitment Source Information	Full Time Entry Level DJ	Date Interview	Date Hiring	
		Name			
1	On-Air Announcements both Stations				
2	Station Website - Thumbnet.net				
3	Huron Daily Tribune -classifieds 211 North Heisterman Street Bad Axe, MI 48413 Phone: 989-269-6461 Email: hdt_news@hearstnp.com				
3A	michigansthumb.com (HDT Website)				
4	Huron County View (classifieds) ___ North Port Crescent St., Bad Axe, MI 48413 Phone: 989-269-9918 Fax: 989-269-7730				
5	Michigan Association of Broadcasters Dan Kelley -Web/IT Manager 819 N. Washington Avenue Lansing, MI 48906 Phone: 517-484-7444 dkelley@michamb.com				
6	Thumbworks! Matt Hahn Phone: 989-635-6535				
7	Specs Howard School of Media Arts Lawrence Tech University Contact: 19900 W.Nine Mile Road Southfield, MI 48075 Phone: 248-358-9000	Nathan Franklin Nathan Franklin Ali Hadi Michael Logan Ciara Watson	5/4/2021 8/24/2021 8/21/2021 10/20/2022	6/1/2021 7/16/2021 9/20/2021 5/22/2022	summer intern hired full time offered position - declined full time afternoon news hired full time
8	JazzHR website	Scott Holliday Joshua Robinson William Dempsey Miranda Cameron Parker Guiger	3/5/2022 5/5/2022 3/7/2022	5/6/2022 4/11/2022	offered position - declined offered position - declined part-time full-time full time daytime news
9	Saginaw Valley State University Cardinal Career Network database Mike Major, SPHR Director - Career Services 7400 Bay Road University Center, MI 48710 Wikes Hall 270 Phone: 989-964-4954 cmajor@svsu.edu				
10	Delta College 4605 Webber Street Saginaw, MI 48601 Phone: 989-752-7500				
11	Unknown Source Responses Applicant letters did not state where they heard about job.				
12	Eastern Michigan University handshake@notifications				
13	Word of Mouth - Friend or Relative	Dave LeMaster		3/1/2022	part-time
14	Other Thumb Area Employment Opportunities through our news facebook page				
15	www.m-jobs.org Michigan Works Website				
16	Central Michigan University joa@cmich.edu Joan McDonald Executive Administrative Assistant Mount Pleasant, MI 48804				

RS Number	WLEW (AM), WLEW (FM) Recruitment Source Information		Salesman Name	Date Interview	Date Hiring	Status
1	On-Air Announcements both Stations	x				
2	Station Website - Thumbnet.net	x				
3	Huron Daily Tribune -classifieds 211 North Heisterman Street Bad Axe, MI 48413 Phone: 989-269-6461 Fax: 989-269- Email: hdt_news@hearstnp.com					
3A	Monster.com (HDT Website)					
4	Huron County View (classifieds) ____ North Port Crescent St., Bad Axe, MI 48413 Phone: 989-269-9918 Fax: 989-269-7730 Email:					
5	Michigan Association of Broadcasters Dan Kelley -Web/IT Manager 819 N. Washington Avenue Lansing, MI 48906 Phone: 517-484-7444 dkelley@michmab.com					
6	Thumbworks! - www.mitalent.org Matt Hahn Phone: 989-635-6535 email: HahnM@thumbworks.org					
7	Specs Howard School of Media Arts Contact: Kirstin Burns 19900 W.Nine Mile Road Southfield, MI 48075 Phone: 248-358-9000					
8	Jazz HR website		Isaac Elston	2/23/2022	2/28/2022	
9	Saginaw Valley State University Cardinal Career Network database Mike Major, SPHR Director - Career Services 7400 Bay Road University Center, MI 48710 Wikes Hall 270 Phone: 989-964-4954 careers@svsu.edu					
10	Delta College 4605 Webber Street Saginaw, MI 48601 Phone: 989-752-7500					
11	Unknown Source Responses Applicant letters did not state where they heard about job.					
12	Eastern Michigan University Handshake Notifications					
13	Word of Mouth - Friend or Relative					
14	Other Indeed.com					
15	www.mibloc.org	x				

WLEW (AM), WLEW (FM)

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7	Specs Howard School of Media Arts Contact: Kirstin Burns 19900 W.Nine Mile Road Southfield, MI 48075 Phone: 248-358-9000			
8	St.Clair County Community College Employment Services 810-989-5515 empcyment@sccl.edu			
9	Saginaw Valley State University Cardinal Career Network database Mike Major, SPHR Director - Career Services 7400 Bay Road University Center, MI 48710 Wikes Hall 270 Phone: 989-964-4954 majorm@svsu.edu			
10	Delta College 4605 Webber Street Saginaw, MI 48601 Phone: 989-752-7500			
11	Unknown Source Responses Applicant letters did not state where they heard about job.			
12	Eastern Michigan University Handshake@notifications			
13	Word of Mouth - Friend or Relative			
14	Other Walkin			
15	www.mtalent.org Michigan Works			

EEO Public File Report

Covering the period from

June 1, 2022 to May 31, 2023

Stations Comprising Stations Employment Unit

WLEW (AM), WLEW (FM), WHST (FM)

	Full Time Positions filled by Job Title	Recruitment Sources Used to Fill Vacancy	RS Referring Hiree	Hire Date
1	on-air personality	5, 7, 8, 13, 14	8	10/3/2022
2	on-air personality	5, 7, 8, 13, 14	8	11/1/2022
3	on-air personality	5, 7, 8, 13, 14	8	11/14/2022
4	on-air personality	5, 7, 8, 13, 14	8	3/6/2023
5	Salesperson	5, 7, 8, 13, 14	8	5/8/2023
6				
7				
8				
9				



RS Number	WLEW (AM), WLEW (FM), WHST (FM)	Full Time Entry Level DJ	Date Interview	Date Hiring	
	Recruitment Source Information	Name			
1	On-Air Announcements all three Stations				
2	Station Website - Thumbnet.net				
3	Huron Daily Tribune -classifieds 211 North Heisterman Street Bad Axe, MI 48413 Phone: 989-269-6461 Email: hdt_news@hearstnp.com				
3A	michigansthumb.com (HDT Website)				
4	Huron County View (classifieds) ___ North Port Crescent St., Bad Axe, MI 48413 Phone: 989-269-9918 Fax: 989-269-7730				
5	Michigan Association of Broadcasters Dan Kelley -Web/IT Manager 819 N. Washington Avenue Lansing, MI 48906 Phone: 517-484-7444 dkelley@michmab.com				
6	Thumbworks! Matt Hahn Phone: 989-635-6535				
7	Specs Howard School of Media Arts Lawrence Tech University Contact: 19900 W.Nine Mile Road Southfield, MI 48075 Phone: 248-358-9000	Andrew Rowley Lynn Koon	5/3/2023 5/10/2023		Turned down position Turned down position
8	JazzHR website	Jessica Prainto Ryan Arntz Niquolae Johnson Lorie Oke Michelle Welch Jesse Leitzel Trevor Sugden Alayana Knarian Korey Miracle Daniel Heini Jessmine McCoy	9/19/2022 9/16/2022 11/4/2022 11/1/2022 1/9/2023 1/11/2023 1/12/2023 1/27/2023 2/27/2023 5/3/2023	10/3/2022 11/14/2022 11/3/2022 3/6/2023 5/8/2023	Turned down position Full-time on air Full-time on air Part-time on air Turned down position Turned down position Turned down position Turned down position Full-time on air Full-time sales Turned down position
9	Saginaw Valley State University Cardinal Career Network database Mike Major, SPHR Director - Career Services 7400 Bay Road University Center, MI 48710 Wikes Hall 270 Phone: 989-964-4954 careers@svsu.edu				
10	Delta College 4605 Webber Street Saginaw, MI 48601 Phone: 989-752-7500				
11	Unknown Source Responses Applicant letters did not state where they heard about job.				
12	Eastern Michigan University Handshake@notifications .				
13	Word of Mouth - Friend or Relative	Robert Bolin Adrienne Siemaen	7/15/2022 10/13/2022		Turned down position Turned down not her kind of work
14	Other Thumb Area Employment Opportunities through our news facebook page				
15	www.mitalent.org Michigan Works Website				
16	Central Michigan University bca@cmich.edu Joan McDonald Executive Administrative Assistant Mount Pleasant, MI 48804				

RS Number	WLEW (AM), WLEW (FM), WHST (FM) Recruitment Source Information		Salesman Name	Date Interview	Date Hiring	Status
1	On-Air Announcements both Stations	x				
2	Station Website - Thumbnet.net	x				
3	Huron Daily Tribune -classifieds 211 North Heisterman Street Bad Axe, MI 48413 Phone: 989-269-6461 Fax: 989-269- Email: hdt_news@hearstnp.com					
3A	Monster.com (HDT Website)					
4	Huron County View (classifieds) ___ North Port Crescent St., Bad Axe, MI 48413 Phone: 989-269-9918 Fax: 989-269-7730 Email:					
5	Michigan Association of Broadcasters Dan Kelley -Web/IT Manager 819 N. Washington Avenue Lansing, MI 48906 Phone: 517-484-7444 dkelley@michmab.com					
6	Thumbworks! - www.mitalent.org Matt Hahn Phone: 989-635-6535 email: HahnM@thumbworks.org					
7	Specs Howard School of Media Arts Contact: Kirstin Burns 19900 W.Nine Mile Road Southfield, MI 48075 Phone: 248-358-9000					
8	Jazz HR website		Jessmine McCoy Daniel Heini	5/3/2023	5/8/2023	Turned down position Full-time sales
9	Saginaw Valley State University Cardinal Career Network database Mike Major, SPHR Director - Career Services 7400 Bay Road University Center, MI 48710 Wikes Hall 270 Phone: 989-964-4954 careers@svsu.edu					
10	Delta College 4605 Webber Street Saginaw, MI 48601 Phone: 989-752-7500					
11	Unknown Source Responses Applicant letters did not state where they heard about job.					
12	Eastern Michigan University Handshake@notifications .					
13	Word of Mouth - Friend or Relative					
14	Other Indeed.com					
15	www.mitalent.org	x				

APPLICATION/RESUME RECEIPT LOG

Note: For Unsolicited applications received, write "Walk in spec" in Heard About

APPLICANT NAME	FROM	DATE	Opening Applied For	Heard About From:	INTERVIEW	RESULT
Jessmine McCoy			Salesperson	indeed	5/3/2023	Turned down
Daniel Heini			Salesperson	indeed		Fulltime