Approved by OMB (Office of Management and Budget) | OMB Control Number 3060-0113 Federal (REFERENCE COPY - Not for submission) Communications Commission

Program Report

Broadcast Equal Employment Opportunity

Call Sign: WLEW Status Date: 05/11/2022

Filing Status: Active

Facility ID: 67045

City:

Applicant

Type

COR

Contact Type

Representative

Technical

Representative

Legal

FRN: 0002765170 **BAD AXE** State: MI

File Number: 0000190507 Submit Date: 05/11/2022 Purpose: EEO Report Status: Submitted

Service: Full Power AM

Section

Question

Response

General Information

Application Description

Attachments

Applicant

THUMB BROADCASTING, INC.

Doing Business As: THUMB

BROADCASTING, INC.

Contact Name

Richard Arthur Aymen

BROADCASTING, INC.

General Manager

ROY P Stype

CONSULTING

CES Engineering

Facility Identifier

67046

67045

Section

Discrimination Complaints

ENGINEER

THUMB

Licensee Name, Type and Contact Information

Address

Richard A. Aymen

BAD AXE, MI 48413

United States

Roy P. Stype

Call Sign

WLEW

WLEW-FM

P. O. BOX 807

MASSILLON ROAD **BATH, OH 44201 United States**

935 SOUTH VAN DYKE RD

2324 NORTH CLEVELAND-

City

BAD AXE

BAD AXE

alleging unlawful discrimination in the employment practices

workspace.

filed with this application?

Address

DYKE RD **BAD AXE. MI 48413 United States**

Richard A. Aymen

935 SOUTH VAN

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

Are attachments (other than associated schedules) being

Phone

9931

Phone

9931

4440

State

MI

MI

No

No

+1 (989) 269-

+1 (330) 659-

+1 (989) 269-

2022 EEO Report for Thumb Broadcasting

Yes

Email

com

aymenric@gmail.

test@fcc.gov

Time Brokerage Agreement

Response

No

Email

com

aymenric@gmail.

Licensee Information

Contact Representatives

Common Stations

Program Report Questions

Question 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,

of the station(s)?

	fu	II-time employ	yees? Consider a	unit employ fewer than as "full-time" employees or more hours a week?		No	
Additional Program Report	Responsibility for Implement						
Questions	A broadcast station must assign a p official's name and title are:	articular offici	ial overall respor	sibility for equal employ	yment op	portunity at the st	ation. That
	Name					Title	
	Richard Arthur Aymen						
Certification	Question						Response
	The undersigned certifies that he of trustee, authorized employee, or of behalf of the party filing the report; R. Section 1.23(a), who is authorize she has read the document; that to support it; and that it is not interpreted.	ther individua or (b) an atto ed to represe o the best of h	al or duly elected orney qualified to ent the party filing his or her knowle	or appointed official wh practice before the Cor the report, and who fu	io is autho mmission rther cert	orized to sign on under 47 C.F. lifies that he or	
	Certified Date						05/11 /2022
	Certified Title						General Manager
	Authorized Party Name						Richard Arthur Aymen
Attachments	File Name	Uploaded By	Attachment Type	Description		Upload Status	
	2021 Employees Hired(6-1-205- 31-21).PDF	Applicant	EEO Public File Report	2021 Employees Hi	ired	Done with Virus	s Scan and
	2021 Recruitment Initiatives 6-1- 20-5-31-21.PDF	Applicant	EEO Public File Report	2021 Recruitment in	nitiatives	Done with Virus	Scan and
	2022 Employees Hired(6-1-215- 31-22).pdf	Applicant	EEO Public File Report	2022 Employees Hi	ired	Done with Virus	s Scan and
	2022 Recruitment Initiatives 6-1- 21-5-31-22.pdf	Applicant	EEO Public File Report	2022 Recruitment in	nitiatives	Done with Virus	s Scan and
	Thumb Broadcasting - mission statement.pdf	Applicant	All Purpose			Done with Virus	s Scan and
	Thumb Broadcasting - mission statement.pdf	Applicant	Narrative Statement	Thumb Broadcastin	-	Done with Virus	Scan and



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 11, 2022

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 is 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.

Richard A, Aymen

President/Secretary/Treasurer WLEW-AM and WLEW-FM



WLEW.. We're Listening To You

Recruitment Initiatives

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

Radio Station Tours and Job Fairs: WLEW-AM & WLEW-FM invites the public

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

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

Broadcasting(WLEW-AM & FM) is now the focal point in our area to promote

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

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 Basel. Michigan Alexandria Britannia de Britannia de

2. 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

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 nonprofit 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

promotions to facilitate awareness of our media throughout our Thumb Area

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

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.

B. July 13, 2021 - Kim and David from Sterling Heights said they love the

of Michigan. We are proud that we helped with these numbers to hopefully

eradicate the coronavirus pandemic.

Employee Nate Franklin provided the tour for her.

- 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. 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. 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

June 1, 2021 to May 31, 2022 Stations Comprising Stations Employment Unit

		WLEW (AM), WLEW (FM)		
	Full Time Positions filled by	Recruitment Sources Used to	RS Referring	Hire
	Job Title	Fill Vacancy	Hiree	
_	on-air personality	1, 2, 7, 8, 13, 14	7	6/1/2021
7	on-air personality	1, 2, 7, 8, 13, 14	7	7/16/2021
က	on-air personality	1, 2, 7, 8, 13, 14	7	9/20/2021
4	Salesperson	1,8,13,14,15	80	2/28/2022
2	on-air personality	1,5,7,8,13,14,15	13	3/1/2022
ဖ	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
∞	on-air personality	1,7,8,13,14,15	7	5/2/2022
တ	on-air personality	7,8,13,14,15	8	5/6/2022







	WLEW (AM), WLEW (FM)	Full Time Entry Level			
RS Number	Recruitment Source Information	DJ	Date	Date	
1	On-Air Announcements both Stations	Name	Interview	Hiring	
2	Station Walnut The				
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	L 36-36-3	Market 1		
5	Fax: 989-269-7730				
	Michigan Association of Broadcasters Dan Kelley -Web/IT Manager				
	819 N. Washington Avenue				
	Lansing, MI 48906 Phone: 517-484-7444				
	dke/ley/@michmab.com				
6	Thumbworks!				
	Matt Hahn Phone: 989-635-6535				
7	Specs Howard School of Media Arts	Nathan Franklin	5/4/2021	6/1/2021	summer intern
	Lawrence Tech University Contact:	Nathan Franklin		7/16/2021	hired full time
	19900 W.Nine Mile Road	Ali Hadi Michael Logan	8/24/2021 8/21/2021	0/20/2024	offered position - declined
	Southfield, MI 48075	Ciara Watson	10/20/2022		full time afternoon news hired full time
8	Phone: 248-358-9000 JazzHR	0. ((1) 11:1			
0	website	Scott Holliday Joshua Robinson	3/5/2022 5/5/2022		offered position - declined offered position - declined
		William Dempsey	3/7/2022	5/6/2022	part-time
		Miranda Cameron Parker Guiger		4/11/2022	
	Saginaw Valley State University	i arnor odiger			full time daytime news
	Cardinal Career Network database Mike Major, SPHR				
	Director - Career Services				
	7400 Bay Road				
	University Center, MI 48710 Wikes Hall 270				
	Phone: 989-964-4954				
42	careers@svsu.edu				
	Delta College 4605 Webber Street				
	Saginaw, MI 48601				
	Phone: 989-752-7500				
	Unknown Source Responses Applicant letters did not state where				
	they heard about job.				
	Eastern Michigan University Handshake@notifications				
-	Word of Mouth - Friend or Relative Other	Dave LeMaster		3/1/2022	part-time
100000	Other Thumb Area Employment Opportunities				
	through our news facebook page				
15	www.mitalent.org Michigan Works Website				
16	Central Michigan University				
	bea@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				·······g	Otatus
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.,					
	North Fort 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					
	Thumbworks! - www.mitalent.org Matt Hahn Phone: 989-635-6535 email: HahnM@thumbworks.org					
	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	
	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@sysu.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.					
	Eastern Michigan University Handshake Qnotifications.					
13	Word of Mouth - Friend or Relative					
120	Other Indeed.com					
15	www.mitalent.org	х				

RS	IB	州共製地で	Date Date
umber 1	Recruitment Source Information	Name	Interview Hiring
2.0	On-Air Announcements both Stations		
2			
2	Station Website - Thumbnet.net		
0	10.		
3	Huron Daily Tribune -classifieds 211 North Heisterman Street		
	Bad Axe, MI 48413		
	Phone: 989-269-6461		
	Fax: 989-269-		
ЗА	Email: hdt_news@hearstnp.com michigansthumb.com (HDT Website)		
	(i.b. vebsite)		
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!		
	Matt Hahn		
	Phone: 989-635-6535		
7	email: HahnM@thumbworks.org		
1	Specs Howard School of Media Arts Contact: Kirstin Burns		
	19900 W.Nine Mile Road	1	
	Southfield, MI 48075		
	Phone: 248-358-9000		
8	St. Clair County Community College		
	Employment Services		
	810-989-5515 employmentservices@sc4.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		
	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		
3	Mord of Maruh		
	Word of Mouth - Friend or Relative		
4 (Other		
	Other Walkin		
	Www.mitalent.org Michigan Works		
	gaii Fronto		

Radio Station Tours: WLEW-AM & WLEW-FM invites the public to

our doors were locked to the public so we found other, innovative ways to show our commitment to Equal Opportunity Employment and dedication to our community.

A. November 10, 2020 - 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

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,

- assemble, all job fairs that are normally scheduled in our area were all cancelled. But....On November 10, 2020 the GST Michigan Works organized a virtual job fair for our regional area. They originally purchased advertising for the job fair which is how we found out about the virtual project. Thumb Broadcasting wanted to partner with GST Michigan works so we donated many extra slots and promotions including one per hour the day of the event to help promote the job fair. Ralph Iden from Thumb Broadcasting spearheaded the project on our end and he was in contact with Diana
- McLaughlin, communications manager for GST Michigan Works.

 B. November 1, 2020 and continuing today All in person job fairs were cancelled in 2020 due to Covid-19 restrictions throughout the State of Michigan and due to our Michigan Governor's stay at home orders and MIOSHA mandates, our doors at Thumb Broadcasting were locked to outside visitors. Therefore, we were very limited in the scope of tours and teachings at our facility for students from our area schools and organizations. We turned our attention to helping our community with promoting free food
 - distributions in our area. Since March of 2020 when the lockdowns and closing of non-essential business began, we would promote the weekly food distribution sites that were set up throughout Huron, Sanilac and Tuscola Counties. We promoted at least 50 or more pop up food pantries that were happening throughout 2020-2021 in our listening area. We also handled many daily phone calls throughout 2020-2021 to assist the needy on where and when these pop-up food pantries were occurring. Thumb Broadcasting became the focal point in our area to promote these pop up food pantries throughout 2020-2021.
- when these pop-up food pantries were occurring. Thumb Broadcasting became the focal point in our area to promote these pop up food pantries throughout 2020-2021.
 C. April 9, 2021 Thumb Broadcasting Inc. after a thorough screening held a tour of the radio station with Maya Leadingham. She is a North Huron School student possibly interested in a career at a radio station. Marketing representative Rachel Bronson provided a tour of the facility to showcase our operations, all departments, and gave an overview of how a radio station operates
- operations, all departments, and gave an overview of how a radio station operates.

 2. 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 Station management team including: Richard

sponsor job fairs throughout our Thumb Area Community. 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 non-profit organizations in our community 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

employees are periodically invited as guest speakers to local organizations and to

Aymen, Tina Hind and Kelly Castro as well as other Thumb Broadcasting

events as well. Again, with Covid-19 ravaging our country and social distancing measures in place, many of these tours and job fairs had to be cancelled. WLEW-AM & WLEW-FM did our best to still outreach to community members the best we could under the circumstances.

A. December 2020 and continuing today – 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 who was allowed to get vaccinated. Our staff devoted countless hours on air marketing with our local health departments on how to sign up for each vaccination clinic so every precious vaccine would be shot in someone's arm to eradicate this terrible pendemia. Once any all the

this terrible pandemic. Once our elderly in our community were vaccinated we turned our marketing attention to vaccinating the general population. We began airing PSA's from the former Presidents of the United States but then turned our attention to the local area. We had our top announcers record personalized PSA's and aired them to attempt to get more people vaccinated. Then we recorded PSA's from people in the general public in an attempt to

get more people to get the shot. As of this writing in March-April, 2021, Huron County had the highest vaccination rate of any county in the State of Michigan. We are proud that we helped with these numbers to eradicate the coronavirus pandemic.

B. September 23, 2020 – Thumb Broadcasting Inc. after a thorough screening held a tour of the radio station with Jeff and Baylee Woodward. Marketing

representative Rose from WLEW performed a tour of the facility to showcase our operations, all departments, and a give an overview of how a radio station operates.

C. April 15, 2021 – With Covid-19 restrictions beginning to subside and the local schools and the Huron Area Tech Center opening up more marketing.

April 15, 2021 – With Covid-19 restrictions beginning to subside and the local schools and the Huron Area Tech Center opening up more, marketing consultant Rachel Bronson spent a day at the local Huron Area Technical Center talking with their 16 marketing students on various broadcasting careers in sales, marketing, operations, and radio broadcasting. Rachel also had the students write, record and help produce 15 commercial PSAs on abstinence, drug prevention and alcohol prevention for students. The

recorded PSAs are currently airing and will continue to air throughout the

summer months.

EEO Public File Report Covering the period from June 1, 2019 to May 31, 2020

Stations Comprising Stations Employment Unit
WLEW (AM), WLEW (FM)

Marine Marine				The second secon
	Full Time Positions filled by	Recruitment Sources Used to	RS Referring	Tire
	Job Title	Fill Vacancy	Hiree	700
-	on-air personality	1, 2, 7, 8, 13, 14	2	11/16/2020
2	on-air personality	1, 2, 7, 8, 13, 14	63	10/5/2020
က	Sales Person	1, 2, 8, 11, 13, 14	0 00	1/05/2021
4	on-air personality	1, 2, 7, 8, 13, 14	13	1/25/2021
သ	Sales Person	1, 2, 8, 11, 13, 14	2 &	3/3/2001
9				- 100
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RS	WLEW (AM), WLEW (FM)	Full Time Entry Level	Date	Date	
Vumber		Name	Interview	Hiring	
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: 955-269-8461 Email: hdt_news@hearstnp.com				
ЗА	michigansthumb.com (HDT Website)				
4	Huron County View (classifieds) North Port Crescent St. Bad Axe, Mt 48413 Phone 989-269-9916 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				
6	Thumbworks! Matt Hahn Phone: 989-635-8535				
7	Specs Howard School of Media Arts Alumni board Contact 19900 W.Nine Mile Road Southfield MI 48075 Phone: 246-356-9000	Emie Fox			started full time 11/16/20
8	JazzHR website	Tim Piyes			started full time 10/5/20
	Saginaw Valley State University Cardinal Carser Network database Mike Major, SPHR Director - Career Services 7400 Bay Road University Center, MI 48710 Wikes Hall 270 Phone: 989-964-4954				
	Delta College 4605 Webbar Streat Saginaw, MI 46601				
11	Phone 989-752-7500 Unknown Source Responses Applicant letters did not state where				
	they heard about job. Eastern Michigan University dandshale Shot keatens.				
13	Word of Mouth - Friend or Relative				
14	Other Thumb Area Employment Opportunities through our news facebook page	Donald "Mac" Kelly	1/19/2021		started full time 1/25/21
15	www.mitalent.org Michigan Works Website				
16	Central Michigan University oce Carnich 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	Ctat.
1	On-Air Announcements both Stations		Mattie	Interview	Hiring	Status
2		×				
<u> </u>	Station Website - Thumbnet.net	X	1			
3	Huron Daily Tribune -classifieds					
W. W	211 North Heisterman Street Bad Axe, Mi 45413 Phone: 989-289-5481 Fax: 989-269- Email: hdt_news@hearstnp.com					
ЗА	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:					
	Michigan Association of Broadcasters Dan Kelley -Web/IT Manager 819 N. Washington Avenue Lansing, MI 48908 Phone: 517-484-7444 dks.ley@michmab.com					
6	Thumbworks! - www.mitalent.org Matt Hahn Phone: 989-635-6535 email: HahnM@thumbworks.org					
	Specs Howard School of Media Arts Contact: Kirstin Burns 19900 W.Nine Mile Road Southfield, MI 48075 Phone: 248-358-9000					
8	Jazz HR websité		Rachel Dobson Sam Funk	1/5/2021 3/2/2021		started 1/25/21 started 3/3/21
	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 GERBES Sana edu					
10	Delta College 4805 Webber Street Saginaw, MI 48801 Phone: 989-752-7500					
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13	Word of Mouth - Friend or Relative					
1000000	Other Indeed.com					
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	Recruitment Source Information	Name	Date Interview	Date Hiring
1	On No American			T
	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			
	Fax: 989-269-			
	Email: hdt_news@nearstnp.com			
3A	mich gansthumb com (HDT Website)			
4	Huron County View (classifieds)			
	North Port Crescent St.			
	Bed Axe, MI 48413			
	Phone: 989-269-9918			
	Fax: 969-269-7730 Email:			
5	Michigan Association of Broadcasters			
	Dan Kelley - Web/IT Manager			
	819 N. Washington Avenue			
	Lansing, MI 48906			
	Phone. 517-484-7444 skel 6.75michmab.com			
6	Thumbworks!			
	Matt Hann			
	Phone. 989-635-6535			
-	email: HahnM@thumbworks.org			
7	Specs Howard School of Media Arts			
	Contact Kirştin Burnş 19900 W.Nine Mile Road			
	Southfield, MI 48075			
	Phone: 248-358-9000			
8	St Clair County Community College			
	Employment Services			
	810-989-5515			
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			
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10	Delta College			
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	Saginaw, MI 48601 Phone: 989-752-7500			
11	Unknown Source Responses			
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7	2	Station Website - Thumbnet net	\perp			
	4	Grand Medicine - Indimoner lies	+	***************************************	-	
	3	Huron Daily Tribune -classifieds 211 North Heisterman Street Bad Aze, M. 48413 Phone: 899-269-8461 Fax: 989-269 Email: htt_news@heerstop.com				
3	A	michigansthumb.com (HDT Website)	11		_	-
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	5	Michigan Association of Broadcasters Dan Kelley Avebul Manager 819 N. Washington Avenue ansing M. 48506 Phone: 517-664 7444				
	ž	Thumbworks! Mait Hahn Phone, 989-635-6535 email: HahnM@thumbworks.org				
	,	Specs Howard School of Media Ans Contact: Kirstin Burns 1990 W Nine Mile Road Sournifeto, MI 49075 Phone: 248-358-9000	1	Angela Mils		
E	3	SLClar County Community College Employment Services 810-989-5515 smotouthaltern configuration.				
8		Sagnaw Valley State University Cardinal Carser Natwork database Mike Major, SPHR Director - Carser Services 7400 Bay Road University Center, M 48710 Wikes Hall 270 Fhore 1883-864-4954 carsers (Ravel act)				
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12	2	Eastern Michigan University				
13	3	Word of Mouth - Friend or Relative	1	Jos R Lafave	1/20/2015	2/8/201
14	4	Other Indeed com	1	Erick Cassar		
15	2	Michigan State University	7	Bridgett M BI	1/25/2016	
16	5	Central Michigan University	2	Thomas Şibirbis Jason Wilson	1/20/2016	
17	7	Spring Arbor University				
	3	Alpena Community College				

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RS #	WLEW (AM), WLEW (FM) Recruitment Source Information		00	Date D	ate	
1	On-Air Announcements both Stations	++	Name	Intervie H	iring	Status
2	Station Website - Thumphet.net					
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3	Huron Daily Tribune -classifieds	 			-	4
	211 North Heisterman Street Bed Axe, Mi 48413	7				
	Phone, 989-269-6461					
	Fax: 989-259-					
3A	Email: hdt_news@hearstnp.com michigansthumb.com (HDT Website)					
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	7400 Bay Road					
	University Center, MI 48710 Wikes Hall 270					
	Phone: 989-984-4954					
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0	Delta College					
	4605 Webber Street					
	Saginaw, MI 48601 Phone: 989-752-7500					
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1	Unknown Source Responses					
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2	Eastern Michigan University Handshaka Tho Fications					
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	Other Indeed.com					