

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0002765170** File Number: **0000190507** Submit Date: **05/11/2022** Call Sign: **WLEW** Facility ID: **67045** City: **BAD AXE** State: **MI**
 Service: **Full Power AM** Purpose: **EEO Report** Status: **Submitted** Status Date: **05/11/2022** 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.	2022 EEO Report for Thumb Broadcasting
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 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
67045	WLEW	BAD AXE	MI	No

Program Report Questions

Section	Question	Response
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 Arthur Aymen	

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	05/11/2022
Certified Title	General Manager
Authorized Party Name	Richard Arthur Aymen

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
2021 Employees Hired(6-1-20--5-31-21).PDF	Applicant	EEO Public File Report	2021 Employees Hired	Done with Virus Scan and /or Conversion
2021 Recruitment Initiatives 6-1-20--5-31-21.PDF	Applicant	EEO Public File Report	2021 Recruitment initiatives	Done with Virus Scan and /or Conversion
2022 Employees Hired(6-1-21--5-31-22).pdf	Applicant	EEO Public File Report	2022 Employees Hired	Done with Virus Scan and /or Conversion
2022 Recruitment Initiatives 6-1-21--5-31-22.pdf	Applicant	EEO Public File Report	2022 Recruitment initiatives	Done with Virus Scan and /or Conversion
Thumb Broadcasting - mission statement.pdf	Applicant	All Purpose		Done with Virus Scan and /or Conversion
Thumb Broadcasting - mission statement.pdf	Applicant	Narrative Statement	Thumb Broadcasting 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

W L E W

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 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



W L E W..
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, 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)	Full Time Entry Level DJ	Date Interview	Date Hiring	
	Recruitment Source Information	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@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	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 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	Dave LeMaster		3/1/2022	part-time
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) 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.mitalent.org	X				

RS Number	Recruitment Source Information	Name	Date Interview	Date Hiring
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3A	michiganstumb.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:			
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6	Thumbworks! 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	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			
13	Word of Mouth - Friend or Relative			
14	Other Walkin			
15	www.mitalent.org Michigan Works			

Recruitment Initiatives

1. **Radio Station Tours:** 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 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 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.
 - 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.
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

Aymen, Tina Hind and Kelly Castro as well as other Thumb Broadcasting employees are periodically invited as guest speakers to local organizations and to 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 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 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 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)

	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	11/16/2020
2	on-air personality	1, 2, 7, 8, 13, 14	8	10/5/2020
3	Sales Person	1, 2, 8, 11, 13, 14	8	1/25/2021
4	on-air personality	1, 2, 7, 8, 13, 14	13	1/25/2021
5	Sales Person	1, 2, 8, 11, 13, 14	8	3/3/2021
6				



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RS Number	WLEW (AM), WLEW (FM)	Full Time Entry Level DJ	Date Interview	Date Hiring	
	Recruitment Source Information	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: 989-269-8461 Email: hdt_news@hearstnp.com				
3A	michigansthumb.com (HDT Website)				
4	Huron County View (classifieds) ___ North Port Crescent St., Bad Axe, MI 48413 Phone: 989-269-9916 Fax: 989-269-7730				
5	Michigan Association of Broadcasters Dan Kelley -Web/IT Manager 819 N. Washington Avenue Lansing, MI 48906 Phone: 517-464-7444 dkelley@michiban.com				
6	Thumbworks! Matt Hahn Phone: 989-636-8535				
7	Specs Howard School of Media Arts Alumni board Contact: 19900 W.Nine Mile Road Southfield, MI 48075 Phone: 248-356-9000	Ernie Fox			started full time 11/16/20
8	JazzHR website	Tim Pyles			started full time 10/5/20
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: 989-984-4954 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 chinoshake@notifications.emich.edu				
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.mikaeln.org Michigan Works Website				
16	Central Michigan University joem@cmich.edu Joan McDonald Executive Administrative Assistant Mount Pleasant, MI 48804				

RS Number	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: 989-289-8481 Fax: 989-289- Email: hdt_news@hearstnp.com					
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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	Jazz HR website		Rachel Dobson Sam Funk	1/5/2021 3/2/2021		started 1/25/21 started 3/3/21
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 Hancshaka@notificatops					
13	Word of Mouth - Friend or Relative					
14	Other Indeed.com					
15	www.mitalent.org	x				

RS Number	Recruitment Source Information	Name	Date Interview	Date Hiring
1	On-Air Announcements both Stations			
2	Station Website - Thumbnet.net			
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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: 989-964-4654 careers@svsu.edu			
10	Delta College 4805 Webber Street Saginaw, MI 48601 Phone: 989-752-7500			
11	Unknown Source Responses Applicant letters did not state where they heard about job.			
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13	Word of Mouth - Friend or Relative			
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15	www.mtalent.org Michigan Works			

RS Number	Recruitment Source Information		Sales Person Name	Date Interview	Date 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: 989-289-2481 Fax: 989-269- Email: hot_news@heistertrib.com				
3A	michigansthumb.com (HDT Website)				
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5	Michigan Association of Broadcasters Dan Kelley -WebIT Manager 819 N. Washington Avenue Lansing, MI 48906 Phone: 517-464-7444 dkelley@macb.com				
6	Thumbworks! Matt Hahn Phone: 989-855-8555 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	1	Angela Mills		
8	St.Clar County Community College Employment Services 810-989-5515 employment@stclarcc.edu				
9	Saginaw Valley State University Cardinal Career Network database Mike Major, SPHR Director - Career Services 7400 Bay Road University Center, MI 48710 Wkes 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 saw or heard about job.	3	Roslyn F. Nagel Star Diereg Mike Humphrey Jey Siwart Cameron Johnson Samantha Osainowski Richard Everts David Frankel		
12	Eastern Michigan University www.jobs@emich.edu				
13	Word of Mouth - Friend or Relative	1	Joe R. Lafave	1/20/2016	2/8/2016
14	Other Indad.com	1	Erick Ceaser		
15	Michigan State University jobs@msu.edu	1	Bridgett M. Bl	1/25/2016	
16	Central Michigan University Careers@cmich.edu	2	Thomas Sierbis Jason Wilson	1/20/2016	
17	Spring Arbor University jobs@springarbor.edu				
18	Alpena Community College sequinn@alpenacc.edu				

RS Number	Recruitment Source Information	Name	Date Interview	Date Hiring	Status
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 Fax: 989-269- 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 Email:				
5	Michigan Association of Broadcasters Dan Kelley - Web/IT Manager 819 N. Washington Avenue Lansing, MI 48906 Phone: 517-484-7444 dkelley@thumbnet.com				
6	Thumbworks! 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	St.Clair County Community College Employment Services 810-989-5515 employmentservices@sccl.edu				
9	Saginaw Valley State University Cardinal Career Network database Mike Major, SPHR Director - Career Services 7400 Bay Road University Center, MI 49710 Wikes Hall 270 Phone: 989-954-4954 careers@svsu.edu				
10	Delta College 4605 Webber Street Saginaw, MI 49801 Phone: 989-752-7500				
11	Unknown Source Responses Applicant letters did not state where they heard about job.				
12	Eastern Michigan University Handshake@emichost.com				
13	Word of Mouth - Friend or Relative				
14	Other Indeed.com				
15	Intern Program- Huron Intermediate School District				
16 A	Laker School Job Fair				
16 B	Enquired but no resume or application				
17	Intern Opportunity Email to Area Schools				

WLEW (AM), WLEW (FM)

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3A	michigansthumb.com (HDT Website)				
4	Huron County View (classifieds) ___ North Port Crescent St. Bad Axe, MI 48413 Phone: 989-289-9918 Fax: 989-289-7730 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: 989-835-6535 email: HahnM@thumbworks.org				
7	Soecs Howard School of Media Arts Contact: Kristin Burns 19900 W. Nine Mile Road Southfield, MI 48075 Phone: 248-358-9000				
8	St Clair County Community College Employment Services 810-585-5515 employmentservices@sccl.edu				
9	Saginaw Valley State University Cardinal Career Network database Mike Major, SPHR Director - Career Services 7400 Bay Road University Center, MI 48710 Wilkes Hall 270 Phone: 989-984-4954 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@umichigan.edu				
13	Word of Mouth - Friend or Relative				
14	Other Indeed.com				