

**EEO PUBLIC FILE REPORT  
CARROLL ENTERPRISES, INC.  
WKJZ, HILLMAN, MI WIOS,  
TAWAS CITY, MI WKJC,  
TAWAS CITY, MI WTZM,  
TAWASCITY, MI**  
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**Period Covered: June 1, 2018 through May 31<sup>st</sup> 2019**

This report is prepared pursuant to Section 73.2080 of the Federal Communications Commission's Rules. It is to be placed in the WIOS, WKJC, WQLB, WTZM and WKJZ public files, and if any station owned by Carroll Enterprises, Inc. maintains a web site for any of the above stations, it should be placed on that site as well.

During the past twelve months, one of the stations (WKJC) has had a vacancy for full time position. Outreach notifications to community groups and contact sources listed below had been given.

When a job becomes available, the following recruitment procedures are implemented.

1. Each radio station will broadcast on-air announcements.
2. Notices will be sent to the following local organizations:

Central Michigan University

Delta College

Michigan Association of Broadcasters

Michigan Works

All local newspapers in Hillman and Tawas City, Michigan

3. Notices will also be sent to the following national broadcast job bank listings:

[www.allaccess.com](http://www.allaccess.com)

[www.indeed.com](http://www.indeed.com)

[www.Ihirebroadcasting.com](http://www.Ihirebroadcasting.com)

When available, the stations will participate in local job fairs. Note, however, that job fairs are not frequent in the Tawas City and Hillman areas.

**Carroll Enterprises did do an outreach on Thursday, April 18th 8am-Noon: Kevin Allen spoke with four classes of Oscoda High School Students about careers in radio including on-air, sales, engineering and traffic. Also his job responsibilities and the day to day operations of Carroll Broadcasting.**

**West Branch Business Expo. March 26<sup>th</sup>. 3pm till 7pm**

- **LIST OF FULL-TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD:**

*Announcer – afternoon shift*

- **RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES:**

(See Above)

- **RECRUITMENT SOURCE WHICH REFERRED EACH OF THE HIREES FOR:**

Central Michigan University (1)

Indeed.com (5)

ihirebroadcasting.com (4)

**DATA REFLECTING THE TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL-TIME VACANCIES DURING THE PERIOD COVERED BY THIS REPORT.**

Interviews (3)

For outreach, Carroll Enterprises, Inc. also interfaces with Central Michigan University, Delta College, and the Michigan Association of Broadcasters for career opportunities for students and new job hires when vacancies exist.

Vacancies when they do occur are announced to all local newspapers, and placed on the all station web sites, on the air on all stations, and with “Michigan Works”, a job placement agency.

Employees of Carroll Enterprises regularly participate in career days in the Tawas City and Hillman areas. When available, Carroll Enterprises uses unpaid interns from local educational institutions, allowing members of the community to acquire skills needed for broadcast employment and to obtain scholastic credit. Those interns receive training and experience in various areas of broadcasting including News, Programming, Production, Promotion, Events and Sales.