

RESPONSE OF MIDWESTERN BROADCASTING COMPANY (WTCM RADIO, INC. WCCW RADIO, INC., WBCM RADIO, INC., AND WKJF RADIO, INC.) TO FEDERAL COMMUNICATIONS COMMISSION'S RANDOM AUDIT LETTER (FEBRUARY 6, 2020)

Midwestern Broadcasting Company ("MBC"), on behalf of WTCM Radio, Inc., WCCW Radio, Inc., WBCM Radio, Inc., and WKJF Radio, Inc., submits the following response, paragraph by paragraph, to the Federal Communications Commission's random audit letter, dated February 6, 2020. For purposes of this response, the stations included in MBC's employment Unit are as follows:

- WCCW(AM), Traverse City, Michigan, FIN 20421
- WCCW-FM, Traverse City, Michigan, FIN 20423
- WTCM(AM), Traverse City, Michigan, FIN 70524
- WTCM-FM, Traverse City, Michigan, FIN 70525
- WBCM(FM), Boyne City, Michigan, FIN 71210
- WKLT(FM), Kalkaska, Michigan, FIN 49591
- WJZQ(FM), Cadillac, Michigan, FIN 5207

1. No response required.

2: Below is a list of the Unit's full-time employees identified by job title and number of hours each is regularly scheduled to work per week:

- | | |
|--------------------------|----------|
| a. President | 40 hours |
| b. General Manager | 40 hours |
| c. Traffic Manager | 40 hours |
| d. Traffic Director | 40 hours |
| e. Payroll/HR Mgr. | 40 hours |
| f. Receptionist | 40 hours |
| g. National Sales Mgr. | 40 hours |
| h. Promotions Director | 40 hours |
| i. Regional Sales Mgr. | 40 hours |
| j. Chief Engineer | 40 hours |
| k. Technical Director | 40 hours |
| l. Sports Director | 40 hours |
| m. Morning Personality | 30 hours |
| n. Afternoon Personality | 30 hours |
| o. Morning Personality | 30 hours |
| p. Mid-Day/Program Dir. | 30 hours |
| q. Afternoon News | 30 hours |
| r. Morning Personality | 30 hours |
| s. Afternoon Personality | 30 hours |
| t. Mid-Day Personality | 30 hours |
| u. Production Director | 40 hours |
| v. Production Asst. | 40 hours |

w. Morning Personality	30 hours
x. Afternoon Personality	30 hours
y. Morning Personality	30 hours
z. Morning/Program Dir.	30 hours
aa. News Director	30 hours
bb. Morning Show Producer	30 hours
cc. Sales Director	40 hours
dd. Salesperson	40 hours
ee. Salesperson	40 hours
ff. Salesperson	40 hours
gg. Salesperson	40 hours
hh. Salesperson	40 hours
ii. Salesperson	40 hours
jj. Salesperson	40 hours
kk. Salesperson	40 hours

3(a). Copies of the two most recent EEO public file reports of MBC are attached at Exhibit 3(a). The website addresses for MBC and its stations that have websites are:

1. www.midwesternbroadcasting.com (*Job Postings – All Stations*)
2. www.wtcmradio.com
3. www.wccwi.com
4. www.Am13radio.com
5. www.z93hits.com

Each website above contains links to MBC's most recent EEO public file reports (FCC-hosted). MBC's only full-time hire in the relevant time period was an Afternoon Drive Air Personality (WTCM-FM) hired on November 16, 2018. *See* attached EEO public file report, dated June 1, 2019.

3(b). For the one (1) full-time vacancy filled in 2018 referenced in paragraph 3(a) above, please see dated copies of all ads, bulletins, letters, faxes, emails, or other communications announcing the position attached at Exhibit 3(b). Also attached at Exhibit 3(b) is: (1) the copy of the job posting that was placed on MBC's website within the "Careers" tab; (2) screenshots of MBC's current website postings on its "Careers" tab; (3) the log sheet indicating when the ad aired for the 2018 job vacancy; and (4) the inter-office memorandum that was posted in MBC's two common areas. Please note that, in addition to ads that aired for the 2018 full-time vacancy, MBC's log sheet includes its perpetual multi-station promotion by which listeners learn about the MBC's commitment to community, and are directed to visit the "Careers tab" on www.midwesternbroadcasting.com for periodic job openings. MBC retained copies of all notices sent to all sources used as well as all log sheets for each time the ad aired. Finally, no organization (identified separately from other sources) has notified MBC that it wants to be notified of job openings at MBC.

3(c). A total of three (3) individuals were interviewed for the “Afternoon Drive Air Personality” vacancy, MBC’s only full-time vacancy filled during the relevant time period. One interviewee was part-time MBC employee interested in full-time work. The second interviewee was an “On-Air” talent from a competitor radio station. The third interviewee submitted a resume to MBC and was referred from Specs Howard School of Broadcasting. Attached at Exhibit 3(c) is the New Job Vacancy (Recordkeeping Form B-3) identifying the list of people interviewed for the position and the recruitment sources

3(d). As of May 31, 2019, MBC’s group of NW Michigan radio stations employed thirty-seven (37) full-time employees. According to the Nielsen Market Population Estimates (Fall 2019) *Traverse City/Petoskey/Cadillac Market #158*, the market population is 299,900 (age 12+). MBC performs more than four (4) initiatives within a 2-year period.

MBC’s President, Ross Biederman, is a member of the Board of Directors of the Michigan Association of Broadcasters (MAB) Foundation. The MAB Foundation is a 501(c)3 organization which conducts numerous educational and charitable activities, which include, among other things, providing scholarships. Mr. Biederman was a major financial contributor to the formation of the MAB Foundation. In addition, Mr. Biederman established an endowment with the MAB Foundation (the “Leicenger/Biederman Scholarship Endowment”), created in honor of longtime broadcaster Lee Leicenger, and intended to provide annual \$1,000 scholarships to high school students expressing interest in broadcasting.

MBC Career Fair Report (October 19, 2017, 12:00 to 3:00 Central Michigan University). MBC had a booth display and was a booth sponsor at this College event, with over 100 people in attendance. It was held on the campus of Central Michigan University. MBC employees Mary Jo White (Human Resources/Payroll Manager) and Tammie Altschuler (Accounting) greeted and conversed with attendees interested in future employment and potential internship opportunities. Resumes collected were kept on file in the event of future openings.

MBC hosted “Industry Night” for technical high school/college students (March 8, 2018, 5:30 to 7:30). The radio industry has struggled to get young people, especially those with technical skills, to consider a career in broadcast engineering. MBC created an “Industry Night”, in which we reached out to the guidance counselors of our local high schools and college to spark interest in students who may wish to learn more about the technical side of the radio business, and possibly consider pursuing a career in radio. MBC catered the event, and several employees spoke to the students about the business and technical sides of the radio industry. Approximately 70 students attended our event, and over 20 students submitted resumes. One of the students was selected by our Chief Engineer, Eric Send (who attended the event along with Chris Warren MBC’s General Manager), for a part-time apprenticeship in MBC’s Engineering Department. The Michigan Association of Broadcasters was so impressed with our event that they published it in their online weekly publication.

MBC Career Fair Report (November 16, 2018 12:00 to 3:00 Lansing Community College). MBC had a booth display at this well attended event. Tammie Altschuler (Human Resources/Payroll Manager) greeted and conversed with attendees, some of whom submitted resumes, to be kept on file in the event that an internship or job opening in the future.

MBC created "JOB FEST" – Park Place Convention Center (in partnership with TV 9 & 10) April 3, 2019, 11:00 to 7:00. MBC co-hosted "JOB FEST", a large career fair intended to help job seekers match with job suppliers. Approximately 600 people attended the event, which was widely promoted on MBC's NW Michigan radio airwaves. Tammie Altschuler (Human Resources/Payroll Manager) and Chris Warren (General Manager) had a large booth display and conversed with attendees interested in future employment opportunities. MBC purchased the domain www.tcjobfest.com and launched this website as an additional means to promote the event.

Attached at Exhibit 3(d) is documentation of the recruitment initiatives summarized in paragraph 3(d) above.

3(e). MBC has had no pending or resolved complaints during the relevant time period alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.

3(f). It has been, and will continue to be, the policy of MBC to be an equal opportunity employer. The following Equal Opportunity/Anti-Discrimination Policy (EEO Policy) of MBC is contained in its Employee Handbook and disseminated to all employees:

EQUAL OPPORTUNITY/ANTI-DISCRIMINATION POLICY

Equal Employment Opportunity. It is the policy of *Midwestern* to assure equal employment opportunity in its personnel practices. This includes equal treatment in its hiring selection, promotion, transfer, compensation, benefits, training, discipline and other personnel practices and terms of conditions of employment without regard to race, color, religion, national origin, age, sex, disability, weight, height, familial, marital or veteran status in accordance with all applicable federal, state and local laws and ordinances.

Disability Accommodation Policy. *Midwestern* supports employment of qualified individuals with disabilities. If any employee believes that accommodation of a disability is necessary to perform the essential functions of a position, he or she should speak with the HRD about the need for such an accommodation immediately. Any such request will be timely reviewed when brought to the Company's attention.

Discriminatory Harassment. The Company expects all of its employees, including supervisors, to conduct themselves with dignity, and with respect for fellow employees, customers, and others. Each employee should be able to work in an environment free from discriminatory harassment. Discriminatory harassment may include any unwelcome conduct, whether verbal, visual or physical, that is based on a person's race, color, religion, national origin, age, sex disability, weight, height, familial, marital or veteran status (Discriminatory Harassment).

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, or any other visual, verbal, or physical conduct of a sexual nature when:

1. Submission to the conduct is made either implicitly or explicitly a condition of the individual's employment;
2. Submission to or rejection of the conduct is used as the basis for an employment decision affecting the harassed employee; or
3. The harassment has the purpose or effect of unreasonably interfering with the employee's work performance or creating an environment that is intimidating, hostile, or offensive to the employee.

Each employee must exercise his or her own good judgment to avoid engaging in conduct that may be perceived by others as harassment. Forms of harassment may include, but are not limited to:

1. Verbal: repeated sexual innuendoes, racial or sexual epithets, derogatory slurs, off-color jokes, propositions, threats or suggestive or insulting sounds;
2. Visual/Non-verbal: derogatory posters, cartoons, email, or drawings; suggestive objects or pictures; graphic commentaries; leering; or obscene gestures;
3. Physical: unwanted physical contact including touching, interference with an individual's normal work movement or assault; and
4. Other: making or threatening reprisals as a result of a negative response to harassment.

Complaint Procedure. Any employee who believes he or she has been the subject of any Discriminatory Harassment, whether sexual in nature or otherwise, or is aware of another employee being subjected to Discriminatory Harassment should take the following steps:

1. The employee should IMMEDIATELY notify the HRD of the alleged act or conduct indicating such harassment or discrimination.
2. If the HRD is involved in the alleged act or conduct, or if the employee is dissatisfied with the resolution by the HRD or, if after notifying the HRD, the alleged harassment or discrimination continues to occur, the employee should immediately notify the Company's Controller of the alleged act or conduct.
3. If the Controller is involved in the alleged act or conduct, or if the employee is dissatisfied with the resolution by the Controller or, if after notifying the Controller, the alleged harassment or discrimination continues to occur, the employee should immediately notify a member of management with whom the employee is comfortable. The employee should not allow an inappropriate situation to continue by not reporting it, regardless of who is creating the situation.
4. After the initial notification, the employee will be provided with a "Harassment/Discrimination Complaint Form". This form should be completed by the employee and returned to management within a reasonable time after the initial notification.

Company Investigation. Supervisors or other management personnel who become aware of, or suspect, the occurrence of any Discriminatory Harassment must inform the HRD at once. Upon notification or suspicion, an investigation of the alleged act or conduct will be undertaken by the Company immediately. It is a

condition of employment and duty of every employee of the Company to cooperate in any such investigation. If an investigation indicates that harassing behavior did occur, prompt and appropriate remedial action will be taken to eliminate harassment from the workplace. In connection with the Company's efforts to remedy such behavior, the employee determined to be the recipient of the harassing behavior must reasonably take advantage of any preventive or corrective opportunities by the Company or avoid harm otherwise.

Confidentiality. To the extent it is practical and appropriate for a fair and impartial investigation and response, information received that relates to alleged Discriminatory Harassment will remain confidential.

Consequences of Discriminatory Conduct. *Midwestern* does not condone or allow harassment of others, whether engaged in by fellow employees, supervisors, managers, customers or other non-employees who conduct business with the Company. Any employee who has been found, after an investigation by the Company, to have harassed or discriminated against another employee or customer will be subject to appropriate discipline, up to and including immediate termination, at the sole discretion of the Company.

Retaliation Prohibited. The Company not only prohibits Discriminatory Harassment but also strictly prohibits any retaliation against an employee who, in good faith, has reported such behavior to the Company under the procedure described herein. Any manager, supervisor, agent or employee of the Company who, after investigation, has been determined to have retaliated against any employee for utilizing the aforementioned complaint procedure will be subject to appropriate discipline, up to and including immediate discharge, at the sole discretion of the Company. If an employee believes he or she has been retaliated against for having notified the Company, in good faith, of an alleged act or conduct of unlawful harassment or discrimination, the employee should utilize the complaint procedure set forth herein.

MBC's EEO Policy is a frequent training subject and has been further reinforced by MBC's implementation of a Social Media Policy in 2018 which also prohibits discriminatory and harassing conduct. In keeping with the EEO Policy, MBC will continue to recruit, hire, train and promote the most qualified persons into all job levels without regard to an individual's race, color, religion, sex, age, national origin, height, weight, marital status, veteran status, disability or other legally protected characteristic. Similarly, MBC will continue to administer all other personnel matters (including, but not limited to, compensation, benefits, transfers, layoffs, company-sponsored training, education, tuition assistance, and social and recreational programs) in accordance with MBC's EEO Policy.

MBC's President has the overall responsibility to implement MBC's EEO Policy. MBC has assigned the responsibility for implementing the policy to Tammie Altschuler (EEO Contact) who has the full support of executive management.

1. Duties of the EEO Contact.

The duties of the EEO Contact include:

- a. Developing policy statements, and internal and external communication techniques;
- b. Identifying employment-related problem areas;
- c. Assisting supervisors and managers in arriving at solutions to employment-related problems;
- d. Designing and implementing auditing and reporting systems that:
 - (1) Measure the effectiveness of MBC's EEO programs;
 - (2) Indicate any need for remedial action; and,
 - (3) Determine the degree to which MBC's goals and objectives are being attained;
- e. Serving as liaison between MBC and civil rights enforcement agencies;
- f. Serving as liaison between MBC and minority organizations, women's organizations and community action groups concerned with employment opportunities of minorities, women and other protected classes;
- g. Keeping management informed of the latest developments in the areas of non-discrimination, affirmative action and equal employment opportunity; and,
- h. Meeting periodically with supervisors and managers to make certain that MBC's EEO Policy is being followed.

3(g). MBC conducts an ongoing analysis of its recruitment program which includes the following, without limitation:

- a. MBC has contacted minority and/or women's organizations for referrals including, without limitation, secondary schools and colleges with minority enrollment, the Michigan Employment Service, employment agencies, and Michigan Talent Bank.
- b. MBC posts a list of many of its employment vacancies on its website, which is updated periodically. The list of employment opportunities notifies interested individuals about the position title, full time/part time status, department and geographic location of each job vacancy. The posting also specifically notifies candidates that MBC is an Equal Opportunity Employer.
- c. MBC posts non-management vacant positions (other than temporary positions or positions for which there is a candidate previously identified and selected through internal progression) on MICHIGAN WORKS!, the Michigan Talent Bank website.
- d. MBC also notifies current employees about transfer and/or promotional opportunities through postings or email notices to employees.
- e. MBC actively encourages minority and female employees to refer applicants for consideration.
- f. MBC has made an effort to include women on the Human Resources staff. When additional vacancies permit, MBC may also make a special effort to include minorities on the Human Resources staff.
- g. MBC participates actively in local job fairs.
- h. MBC carries out active recruiting programs at secondary schools, junior colleges, and colleges with minority and female enrollment.
- i. MBC makes a special effort at schools to recruit minorities and women.
- j. MBC also posts certain vacant positions on college websites, including, without limitation, Northwestern Michigan College.
- k. Whenever possible, MBC undertakes special employment programs such as:
 - (1) After school and/or work study jobs for female, minority and other youths.
 - (2) Summer temporary jobs for youths.

1. The following is a list of some of the employment agencies, colleges and advertising sources MBC has used for recruitment purposes as circumstances warrant:

Traverse City Record-Eagle
Petoskey News Review
Gaylord Herald
Cadillac News

Northwestern Michigan College
Baker College
Davenport College
Central Michigan University
Spring Arbor College
Specs Howard School of Broadcasting

- m. MBC has established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

MBC has analyzed its recruitment program and finds no adverse impact against females, minorities and/or any other protected class with respect to recruitment.

3(h). MBC bases employment decisions on objective and job-related standards to the extent possible in the furtherance of its EEO Policy. In addition, the EEO Policy prohibits discriminatory harassment based on a person's sex, as well as harassment based on race, color, religion, age, national origin, height, weight, marital status, veteran status, disability or any other legally protected characteristic. The EEO Policy contains a formal complaint procedure available to employees, and provides that an investigation will be initiated and prompt, appropriate remedial action will be undertaken. Consequences for violation of the EEO Policy include disciplinary action up to, and including, termination of employment.

MBC conducts an ongoing analysis of the following personnel matters:

1. Composition, compensation, and benefits of the workforce by minority group status and sex. The analysis reveals that no discrimination has occurred in the consideration, selection, hire, compensation or benefits of any individual.
2. Composition of applicant flow by minority group status and sex.
3. The selection process including position titles, worker specifications, application forms, pre-employment forms, interview procedures, referral procedures, final selection process and similar factors.
4. Transfer and promotion practices.
5. Facilities, company-sponsored recreational social events, and special programs.
6. Seniority practices and seniority provisions, as applicable.
7. Training programs, formal and informal.
8. Attitude of work force, managers and supervisors.
9. Technical aspects of compliance such as EEO poster and policy statement display, notification of subcontractors as to their obligations, record keeping and application retention.
10. EEO program evaluation system.

MBC's analysis of the above personnel matters does not reveal any inherent, structural or procedural problems or impediments attributable to the MBC to the pay, benefits, seniority practices, promotions, recruiting or retention of minority or female individuals. Indeed, the only potential barrier to minority placement overall is the general lack of qualified minority candidates in the reasonable recruitment areas of Northwest Lower Michigan. MBC has also analyzed its employment decisions and finds no adverse impact against females and/or minorities with respect to hires, promotions, transfers, compensation and/or terminations. MBC has no union agreements.

3(i). Not applicable.

3(j). No response required.

4. Not applicable.

The undersigned hereby certifies the accuracy and completeness of this response to the best of its knowledge.

MIDWESTERN BROADCASTING COMPANY:

By: 

Date: March 18, 2020

Chris Warren, Its Secretary

Email: chrisw@wtcmradio.com

Facility ID: 20421 (WCCW-AM)

**MIDWESTERN BROADCASTING COMPANY
WTCM RADIO, INC., WCCW RADIO, INC., WBCM RADIO, INC., AND WKJF RADIO, INC.
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
JUNE 1, 2018**

This is the report required by Section 73.2080(c)(6) of the Rules of the Federal Communications Commission for broadcast station employment units with five or more full-time employees. It is to be included in our public file on or before the anniversary of our renewal of license application, which is June 1 of each year. Our "employment unit" consists of WTCM (AM), WTCM-FM, WCCW (AM), WCCW-FM, Traverse City, and WJZQ-FM, Cadillac, and WBCM-FM Boyne City (All in Michigan).

PERIOD COVERED: **June 1, 2017 through May 31, 2018**

I. LIST OF FULL-TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD (BY JOB TITLE):

There were no vacancies filled during the period.

II. RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES:

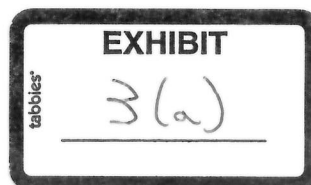
A list of sources to which notices are sent is attached. Midwestern Broadcasting Company publicizes full time openings through Broadcast Compliance Services.

III. RECRUITMENT SOURCE WHICH REFERRED EACH OF THE HIREES FOR THE VACANCIES LISTED ABOVE:

N/A

IV. DATA REFLECTING THE TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL-TIME VACANCIES DURING THE PERIOD COVERED BY THIS REPORT, AND THE TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE UTILIZED IN CONNECTION WITH SUCH VACANCIES:

N/A



1. DESCRIPTION OF INITIATIVES LISTED IN 47 CFR §73.2080(c)(2) TAKEN BY OUR EMPLOYMENT UNIT:

☐ ***Job Fair(s) –***

MAB Annual Career & Employment Fair at CMU

October 19, 2017, 12:00 pm to 3:00 pm

Midwestern Broadcasting had a booth display and was a booth sponsor at this very large and very well attended event, over 100 people attended. It was held on the campus of Central Michigan University. Mary Jo White, Human Resources/Payroll Manager for Midwestern Broadcasting, and Tammie Altshuler, Human Resources/Payroll assistant greeted and conversed with attendees interested in future employment and also potential internships. Some attendees left resumes and were told the resumes would be kept on file in the event that a position opens up in the future.

Midwestern Broadcasting hosted “Industry Night” for technical students

March 8, 2018

Midwestern Broadcasting Company hosted a “happy hour” themed event for area students enrolled in computer-networking/engineering classes at the local Northwestern Michigan College and Traverse City High School vocational programs. Nearly 70 students showed up at MWB’s downtown facilities to get introduced to, and educated about, the mechanical intricacies of a radio operation. Hopeful to get “sign up” interest in an apprenticeship, MWB received nearly 20 resumes and have selected one of the local college students for a part-time apprenticeship in MWB’s Engineering Dept.

- ☐ ***Participation in scholarship programs*** – Ross Biederman, President of Midwestern Broadcasting Company is a member of the Board of Directors of the Michigan Association of Broadcaster’s (MAB) Foundation. The MAB Foundation is a 501c3 Foundation organization which conducts numerous educational activities, including providing scholarships. Mr. Biederman was also a major financial contributor to the formation of the Foundation.
- ☐ ***Midwestern Broadcasting Summer Internship*** – A summer internship program has regularly been conducted at one or more of the Midwestern Broadcasting Company stations. Students are placed in area of interest and in most cases earn education credits for their experience. A number of them have gone on to be hired by various media outlets. One is currently a full time employee at WTCM A/F.
- ☐ ***Educational Tours of the radio stations*** – Midwestern Broadcasting conducts regular educational group tours of the radio station facilities and studios. Groups range in age from elementary school through adults.
- ☐ ***Training of Management level personnel*** – May 25, 2012 – John Dew, EEO Coordinator for Midwestern Broadcasting Company issued a complete review of EEO Policies and FCC Regulations to all Department Heads and HR Personnel.
- ☐ ***Review of EEO Files and Records*** – In the fall of 2010, an FCC Review was made. It included inspection of the public files and of the EEO program information and records, and a written report to the Commission. The company had no problems or issues.

MAB and Broadcast Compliance Services Job Posting Mailing list is partially listed below (full list is available online at www.bcs-ok.com)

Broadcast & Cinematic Arts
Central Michigan University
340 Moore Hall
Mt. Pleasant, MI 48859

Alpena Community College
Att: Frank McCourt
666 Johnson Street
Alpena, MI 49707

Davenport College
Placement & Career Development
415 E. Fulton
Grand Rapids, MI 49503

Central Michigan University
Career Services
101 Faust Hall
Mt. Pleasant, MI 48859

Northwood Institute
Career Assistance
3225 Cook Road
Midland, MI 48640

Oakland Community College
Att: Alicia Jackson
739 Washington
Royal Oak, MI 48067

Lake Michigan College
WXSB FM
2755 E. Napier Avenue
Benton Harbor, MI 49022-1881

Kalamazoo Valley Community College
Placement Office
6767 West O Avenue
Kalamazoo, MI 49009

University of Detroit – Mercy
Career Development
4001 W. McNichols Road
Detroit, MI 48221

Muskegon Community College
Att: Job Placement enter
221 S. Quarterline Rd
Muskegon, MI 49442

NW Michigan College
1701 E. Front Street
Traverse City, MI 49686

Spring Arbor College
WSAE-WKTG
106 E. Main Street
Spring Arbor, MI 49283

University of Michigan
Career Services
3200 Student Activities Bldg.
Ann Arbor, MI 48109

Organization Name

Albion College
Alma College
ALTER
American Women In Radio & Television - Grand Rapids
Anderson University
Andrews University
Andrews University
Aquinas College
Asian American Journalists Assoc.
Association for the Blind & Visually Impaired
Audio Engineering Society
Audio Engineering Society - Detroit
Ball State University
Bay Mills Community College
Black Broadcasters Alliance
Broadcast Education Association
Calvin College
Capital Region Community Foundation
Central Michigan University
College for Creative Studies
Community for Southeastern Michigan
Community Foundation for Muskegon County
Community Integrated Recreation
Cristo Rey Employment & Training
Davenport University
Delta College
Eastern Michigan University
Ferris State
Grand Rapids Community College
Grand Valley State
Grand View College
Greater Lansing Urban League
Hillsdale College
Hope College
Illinois State University
Indiana State University
Indiana University
Jackson Community College
Jewish Family & Children's Services
Junior Achievement of Northeast Michigan
Junior Achievement of the Michigan Edge
Kalamazoo College
Kellogg Community College
Kettering University
Lake Land College
Lake Superior Community Partnership
Lansing Community College

E-Mail List continued

Lawrence Technological University
Macomb Community College
Madonna University
Marygrove College
Media Communications Association - Mid-Michigan
Michigan Association of Educational Broadcasters
Michigan Association of United Ways
Michigan Department of Career Development
Michigan State University
Michigan State University
Michigan State University
Mott Community College
National Broadcasting Society - Central Michigan
Northern Michigan University
Oakland Community College
Oakland University
Olivet College
Saginaw Valley State University
Saint Mary's College of Ava Maria University
San Jose State University
Schoolcraft College
Siena Heights College
Southern Illinois University at Carbondale- Radio/Television
Southwestern College
Specs Howard School of Broadcast Arts
St. Clair Community College
University Of Michigan
Wayne State University
Wayne State University
Western Michigan University

Also:

MAB Job Bank
Michigan Works Job Bank
BEDA National Job Bank
Western Michigan Job Bank
Radio Station website
AllAboutCountry.com

**MIDWESTERN BROADCASTING COMPANY
WTCM RADIO, INC., WCCW RADIO, INC., WBCM RADIO, INC., AND WKJF RADIO, INC.
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
JUNE 1, 2019**

This is the report required by Section 73.2080(c)(6) of the Rules of the Federal Communications Commission for broadcast station employment units with five or more full-time employees. It is to be included in our public file on or before the anniversary of our renewal of license application, which is June 1 of each year. Our "employment unit" consists of WTCM (AM), WTCM-FM, WCCW (AM), WCCW-FM, Traverse City, and WJZQ-FM, Cadillac, and WBCM-FM Boyne City (All in Michigan).

PERIOD COVERED: **June 1, 2018 through May 31, 2019**

I. LIST OF FULL-TIME JOB VACANCIES FILLED BY OUR EMPLOYMENT UNIT DURING THE PERIOD (BY JOB TITLE):

Afternoon Drive Air Personality (WTCM-FM)

II. RECRUITMENT SOURCE FOR FILLING EACH OF THE FOREGOING JOB CATEGORIES:

A list of sources to which notices are sent is attached. Midwestern Broadcasting Company publicizes full time openings through Broadcast Compliance Services.

III. RECRUITMENT SOURCE WHICH REFERRED EACH OF THE HIREES FOR THE VACANCIES LISTED ABOVE:

Specs Howard School of Broadcast referral

IV. DATA REFLECTING THE TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL-TIME VACANCIES DURING THE PERIOD COVERED BY THIS REPORT, AND THE TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE UTILIZED IN CONNECTION WITH SUCH VACANCIES:

Intra-Company Job Posting – 1 applicant
Radio Station Website "Job Opening" – 1 applicant

DESCRIPTION OF INITIATIVES LISTED IN 47 CFR §73.2080(c)(2) TAKEN BY OUR EMPLOYMENT UNIT:

➤ *Job Fair(s) –*

MAB Annual Career & Employment Fair at Lansing Community College

November 16, 2018 12:00 pm to 3:00 pm

Midwestern Broadcasting had a booth display and was a booth sponsor at this well attended event. Tammie Altshuler, Human Resources/Payroll greeted and conversed with attendees interested in future employment and also potential internships. Some attendees left resumes and were told the resumes would be kept on file in the event that a position opens up in the future.

“JobFest” – Park Place Convention Ctr. (sponsored by MWB and TV9&10)

April 3, 2019, 11:00 am to 7:00 pm

Midwestern Broadcasting, jointly with TV 9&10 (Cadillac, MI), hosted a job fair at the Park Place Convention Center. Nearly 600 people were in attendance for the event that had concentrations in the Skilled Trades and Tourism industries. Tammie Altshuler, Human Resources/Payroll director, conversed with attendees interested in future employment and also potential internships. Some attendees left resumes and were told the resumes would be kept on file in the event that a position opens up in the future.

➤ *Speaking engagement(s) –*

National Fire Protection Association’s Education Summit – Las Vegas

June 11, 2018

Christal Frost, Midwestern Broadcasting AM 580 radio personality, was invited to speak at this National Association’s event, hosting a session called “When it leads, it bleeds – How to cut through the Noise of Catastrophe with local media outlets that cuts through the chaos of fire and crime with messages of safety and prevention”. This opportunity was sparked from a monthly radio segment Christal does with local Fire Safety professionals. Participants responded with 4-5 stars for the conference’s presentation.

Women in Marketing – “Women in Talk Radio”

November 8, 2018

Christal Frost, Midwestern Broadcasting AM 580 radio personality, participated in a panel discussion with representatives from other local media outlets, talking about working in the Male-Dominated field of Talk Radio, and sharing how the radio landscape has improved for women in talk radio.

Media Careers – Benzie Central High School

May 24, 2019 7:00 am to 11:00 am

Christal Frost was invited to present to students at Benzie Central High School about careers in the media. Christal was one of 10 invited guests from different professions to present to 180 students total over the course of (9) twenty minute sessions. The students were very engaged and many have reached out for more information about starting a career in media and broadcasting.

- ***Participation in scholarship programs*** – Ross Biederman, President of Midwestern Broadcasting Company is a member of the Board of Directors of the Michigan Association of Broadcaster's (MAB) Foundation. The MAB Foundation is a 501c3 Foundation organization which conducts numerous educational activities, including providing scholarships. Mr. Biederman was also a major financial contributor to the formation of the Foundation. Mr. Biederman started the "Biederman-Leicinger" Scholarship endowment (maintained by the MAB Foundation), designed to award annual scholarships to college students pursuing the field of Broadcast/Journalism.
- ***Midwestern Broadcasting Summer Internship*** – A summer internship program has regularly been conducted at one or more of the Midwestern Broadcasting Company stations. Students are placed in area of interest and in most cases earn education credits for their experience. A number of them have gone on to be hired by various media outlets. One is currently a full time employee at WTCM A/F.
- ***Educational Tours of the radio stations*** – Midwestern Broadcasting conducts regular educational group tours of the radio station facilities and studios. Groups range in age from elementary school through adults.
- ***Training of Management level personnel*** – May 25, 2012 – John Dew, EEO Coordinator for Midwestern Broadcasting Company issued a complete review of EEO Policies and FCC Regulations to all Department Heads and HR Personnel.
- ***Review of EEO Files and Records*** – In the fall of 2010, an FCC Review was made. It included inspection of the public files and of the EEO program information and records, and a written report to the Commission. The company had no problems or issues.

MAB and Broadcast Compliance Services Job Posting Mailing list is partially listed below (full list is available online at www.bcs-ok.com)

Broadcast & Cinematic Arts
Central Michigan University
340 Moore Hall
Mt. Pleasant, MI 48859

Alpena Community College
Att: Frank McCourt
666 Johnson Street
Alpena, MI 49707

Davenport College
Placement & Career Development
415 E. Fulton
Grand Rapids, MI 49503

Central Michigan University
Career Services
101 Faust Hall
Mt. Pleasant, MI 48859

Northwood Institute
Career Assistance
3225 Cook Road
Midland, MI 48640

Oakland Community College
Att: Alicia Jackson
739 Washington
Royal Oak, MI 48067

Lake Michigan College
WXSB FM
2755 E. Napier Avenue
Benton Harbor, MI 49022-1881

Kalamazoo Valley Community College
Placement Office
6767 West O Avenue
Kalamazoo, MI 49009

University of Detroit – Mercy
Career Development
4001 W. McNichols Road
Detroit, MI 48221

Muskegon Community College
Att: Job Placement enter
221 S. Quarterline Rd
Muskegon, MI 49442

NW Michigan College
1701 E. Front Street
Traverse City, MI 49686

Spring Arbor College
WSAE-WKTG
106 E. Main Street
Spring Arbor, MI 49283

University of Michigan
Career Services
3200 Student Activities Bldg.
Ann Arbor, MI 48109

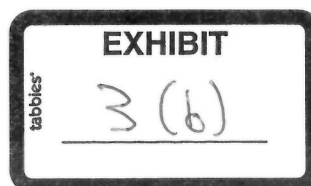
Specs Howard School of Broadcast
Career Services

Also:

MAB Job Bank
Michigan Works Job Bank
BEDA National Job Bank
Western Michigan Job Bank
Radio Station website
AllAboutCountry.com

WTCM Radio, Inc., 314 East Front Street Traverse City, MI has a full time opening for an on-air personality to perform a live radio show from 2:00 to 7:00, Monday thru Friday, along with a weekend air shift, and as-needed commercial/promotional production. Applicant must have a minimum of 2-years "on-air" experience, and have a basic understanding of radio music/production software. Competitive salary, benefits, sick and vacation pay, 401(k), and a friendly working atmosphere. Please submit your resume and audio sample to Mike Sinclair, PD WTCM Radio, Inc. to mikes@wtcmradio.com. WTCM Radio, Inc. is an Equal Opportunity Employer.

* posted
on website
by Chris Davis





THE POWER OF RADIO: BUILDING BRANDS. RAISING AWARENESS.

SERVICES

Our Marketing Consultants design solutions tailored specifically to your business goals in order to ensure you achieve your dreams of success. From integrated marketing campaigns, promotions and sponsorships, we have the tools to lift your business above the competition.

[More info](#)

WHY RADIO?

Radio is the most affordable mass-market media available and is the dominant out-of-home media in the US, reaching 98% of your local consumers each week.

Learn more about how your business can benefit from radio marketing.

[More info](#)

OUR STATIONS

Our group of 9 radio stations covers all of Northern Michigan and caters to a variety of listeners with country, classic hits, hot AC, sports and news-talk formats.

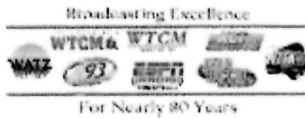
See why our radio stations continue to be trusted by advertisers and loved by listeners.

[More info](#)

Careers

There are currently no positions available. However, we encourage you to check back often for more updates and send your resume and qualifications for future considerations to our Human Resources Department, Attention: Tammie Altshuler, tammiea@wtmradio.com

Confirmation



MIDWESTERN BROADCASTING
COMPANY
PO Box 472 - 314 E Front Street
Traverse City MI 49685
231-947-7675

Contract # 41538
Date Entered 01/03/17
Sales Person House Account
Billing Cycle Broadcast
Product STATION IMAGING/EMPLOYMENT
Contract OPPORTUNITIES PROMO
01/05/17 - 12/28/20 (TFN)

PROMO

Station	Date Range	Time Range	Len	Schedule	Repeated	Rate	Qty	Total
WTCM-FM	01/05/17-12/31/17	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1291	0.00
WTCM-AM	01/05/17-12/31/17	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1291	0.00
WCCW-A	01/05/17-12/31/17	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1291	0.00
WCCW-FM	01/05/17-12/31/17	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1291	0.00
WJZQ-FM	01/05/17-12/31/17	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1291	0.00
WTCM-FM	01/01/18-12/31/18	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1303	0.00
WTCM-AM	01/01/18-12/31/18	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1303	0.00
WCCW-A	01/01/18-12/31/18	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1303	0.00
WCCW-FM	01/01/18-12/31/18	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1303	0.00
WJZQ-FM	01/01/18-12/31/18	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1303	0.00
WTCM-FM	01/01/19-12/31/19	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1303	0.00
WTCM-AM	01/01/19-12/31/19	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1303	0.00
WCCW-A	01/01/19-12/31/19	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1303	0.00
WCCW-FM	01/01/19-12/31/19	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1303	0.00
WJZQ-FM	01/01/19-12/31/19	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1303	0.00
WTCM-FM	01/01/20-12/28/20	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1297	0.00
WTCM-AM	01/01/20-12/28/20	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1297	0.00
WCCW-A	01/01/20-12/28/20	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1297	0.00
WCCW-FM	01/01/20-12/28/20	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1297	0.00
WJZQ-FM	01/01/20-12/28/20	00:00-23:59	01:00	3,3,3,3,3,5,5	All Weeks	0.00	1297	0.00
Total								0.00

Station Summary	Count	Gross	Net
WTCM-FM	5194	0.00	0.00
WTCM-AM	5194	0.00	0.00
WCCW-AM	5194	0.00	0.00
WCCW-FM	5194	0.00	0.00
WJZQ-FM	5194	0.00	0.00

Projected Billing	Count	Gross	Net
January 2017	455	0.00	0.00
February 2017	500	0.00	0.00
March 2017	500	0.00	0.00
April 2017	625	0.00	0.00
May 2017	500	0.00	0.00
June 2017	500	0.00	0.00
July 2017	625	0.00	0.00
August 2017	500	0.00	0.00
September 2017	500	0.00	0.00
October 2017	625	0.00	0.00
November 2017	500	0.00	0.00
December 2017	625	0.00	0.00
January 2018	500	0.00	0.00
25970		0.00	0.00

Customer _____ Sales Person _____

Advertiser hereby certifies to Radio Station that the advertising being placed on Radio Station does not have a purpose of discrimination on the basis of race, creed or gender. Radio Station maintains a strict policy of non-discrimination on the basis of race, ethnicity, gender or creed in any of its advertising contracts or in any other aspect of its business operations. Call 231-947-7675 for more details.

Confirmation

Projected Billing		Count	Gross	Net
February	2018	500	0.00	0.00
March	2018	500	0.00	0.00
April	2018	625	0.00	0.00
May	2018	500	0.00	0.00
June	2018	500	0.00	0.00
July	2018	625	0.00	0.00
August	2018	500	0.00	0.00
September	2018	625	0.00	0.00
October	2018	500	0.00	0.00
November	2018	500	0.00	0.00
December	2018	625	0.00	0.00
January	2019	500	0.00	0.00
February	2019	500	0.00	0.00
March	2019	625	0.00	0.00
April	2019	500	0.00	0.00
May	2019	500	0.00	0.00
June	2019	625	0.00	0.00
July	2019	500	0.00	0.00
August	2019	500	0.00	0.00
September	2019	625	0.00	0.00
October	2019	500	0.00	0.00
November	2019	500	0.00	0.00
December	2019	625	0.00	0.00
January	2020	500	0.00	0.00
February	2020	500	0.00	0.00
March	2020	625	0.00	0.00
April	2020	500	0.00	0.00
May	2020	625	0.00	0.00
June	2020	500	0.00	0.00
July	2020	500	0.00	0.00
August	2020	625	0.00	0.00
September	2020	500	0.00	0.00
October	2020	500	0.00	0.00
November	2020	625	0.00	0.00
December	2020	500	0.00	0.00
January	2021	15	0.00	0.00
		25970	0.00	0.00

Customer _____ Sales Person _____

Advertiser hereby certifies to Radio Station that the advertising being placed on Radio Station does not have a purpose of discrimination on the basis of race, creed or gender. Radio Station maintains a strict policy of non-discrimination on the basis of race, ethnicity, gender or creed in any of its advertising contracts or in any other aspect of its business operations. Call 231-947-7675 for more details.

INTEROFFICE MEMORANDUM

TO: ALL EMPLOYEES
FROM: CHRIS WARREN
SUBJECT: JOB OPENING – WTCM(FM) AFTERNOON DRIVE
DATE: 10/29/2018

Everyone, as you know, we are excited, but saddened, to be losing Jack O'Malley to the 104th State House. Mike Sinclair will continue as WTCM-FM's morning host, and we now have an immediate opening for the afternoon drive position. This job includes additional responsibilities such as "commercial production" and requires a basic understanding of production software (adobe audition). It also requires a minimum of 2 years previous on-air experience.

If you, or someone you know, may be interested, please submit resume and sample voice work to Mike Sinclair (mikes@wtcmradio.com) on or before November 14.

Midwestern Broadcasting Company is an Equal Opportunity Employer

For Internal Station Use

This Form Should Be Used to Create a Job Vacancy Folder

For Each Vacancy At the Station(s)

Use This Information In Completing Appendices 1 and 2 of the EEO Public File Report

NEW JOB VACANCY**Part A****I. General Information**

1. Job Title: Afternoon Drive Air Personality
2. Station: WTCM-FM
3. Date Position Opened: November 1, 2018
4. Date Position Filled: November 16, 2018
5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing this vacancy attached hereto?
Yes [☒] No [☐]

II. Interviewees

1. List of people interviewed for this position:

Name	Date	Recruitment Source
<u>Cory Kimber</u>	<u>11/1/18</u>	<u>WTCM Part-time applying for Full Time</u>
<u>Derek Geisser</u>	<u>11/15/18</u>	<u>Other radio station in market (Northern Broadcasting)</u>
<u>David Collister</u>	<u>11/16/18</u>	<u>Specs Howard, application on file</u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>
<u> </u>	<u> </u>	<u> </u>



2. Total number of people interviewed for this position: 3

III. Hiree

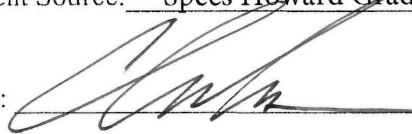
Person ultimately hired for this position:

Name: David Collister

Recruitment Source: Specs Howard Grad, application was on file

Approval:

General Manager:



Date:

11/21/18

Part B Recruitment Sources Utilized

1. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?

Yes [☒] No[]

Date posted: 10/29/18

Attach a copy of notice posted.

2. Was a copy of the job notice for this vacancy sent to any third party for distribution to its list of referral organizations (i.e. state broadcasters association)?

Yes [☒] No[]

Name of Third Party: Dick Kernan, student relations Specs Howard

Date sent: 10/30/18

Attach proof of sending to third party. Specs Howard 248-358-9000 (voice message)

Attach copy of third party's proof of distribution.

3. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies of such notices (Form B-2)?

Yes [] No[☒]

Date sent: _____

Attach a copy of the current list of such organizations.

Attach proof of sending to such organizations.

4. Was a copy of the job notice posted on the station(s) website or on any other websites?

Yes [☒] No[]

Dates posted: 10/29/18

Attach copies of notices posted _____ and identify websites by URL's

www.midwesternbroadcasting.com "Careers"

5. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?

Yes []

No [☒]

Complete the following information for each additional source utilized for advertising the vacancy. Attach copies of newspaper advertisements and scripts of radio/television advertisements. Attach proof of publication.

a) Name of Source: _____
 Contact Person: _____
 Address: _____

 Telephone: _____ Fax: _____
 E-mail: _____
 How was notification given to this source? _____

b) Name of Source: _____
 Contact Person: _____
 Address: _____

 Telephone: _____ Fax: _____
 E-mail: _____
 How was notification given to this source? _____

c) Name of Source: _____
 Contact Person: _____
 Address: _____

 Telephone: _____ Fax: _____
 E-mail: _____
 How was notification given to this source? _____

Midwestern Broadcasting Hosts Industry Night for Technical Students



Midwestern Broadcasting (Traverse City) General Manager Chris Warren reports that like many in the industry, they've been searching for engineering talent for several years with little luck. So the company decided to host a "happy hour" themed event for area youth and young adults enrolled in computer-networking/engineering classes at local Northwestern Michigan College and Traverse City High School Vocational programs.

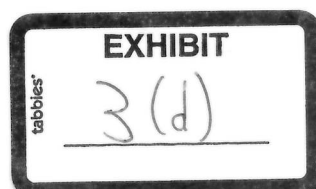
The event was held on April 8.

Warren reports that the event was a success, with nearly 70 excited students showing up at their facilities to get introduced to, and educated about, the mechanical intricacies of a radio operation.

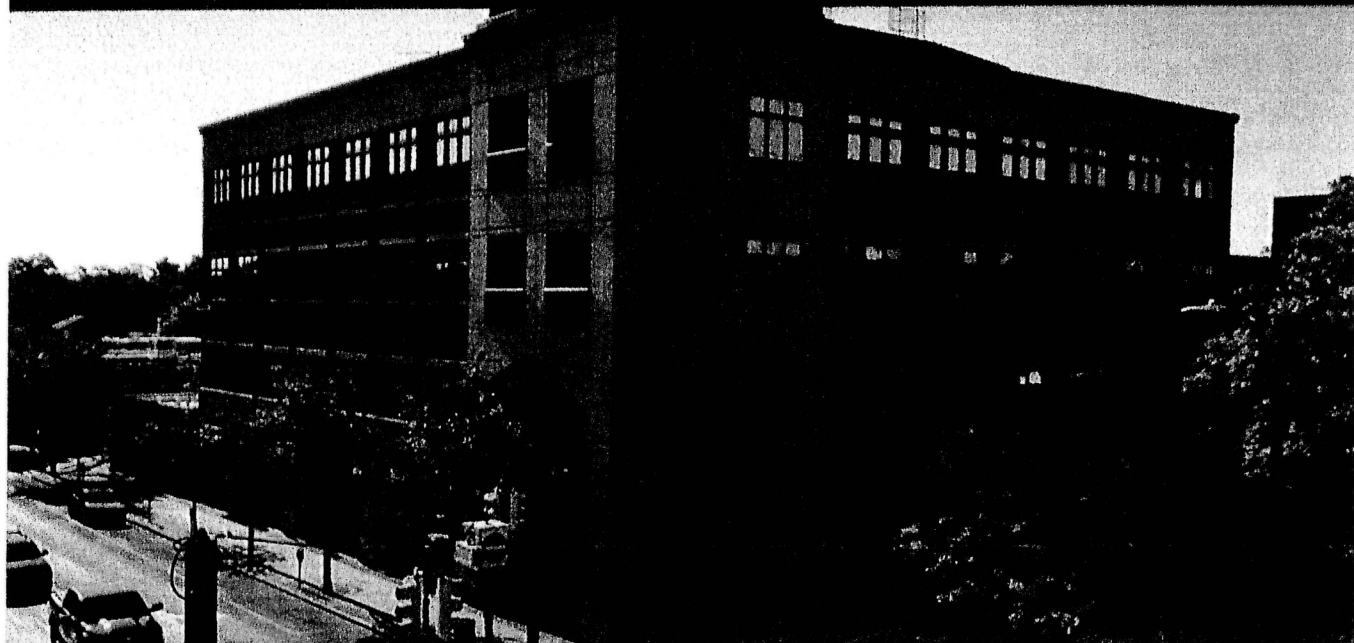
He adds: "We were hopeful to get a few participants interested in an apprenticeship with us. We got nearly 20. After interviews, we were happy to select a promising young student, skilled in computer technology and mechanical engineering, who was so excited to have gotten the chance to tour our facilities, and now even more excited to get fully exposed to the maintenance of our facilities."



Warren's advice: "Broadcasters who find themselves in need of engineering may also wish to engage with faculty at their local high schools/colleges."



NMC CIT INDUSTRY NIGHT OUT | RADIO CENTRE



**Northwestern
Michigan
College**

**RADIO
CENTRE**
WTCM • WCCW • Z93

MARCH 8 | 5:30-7:30 PM RADIO CENTRE

314 EAST FRONT STREET, TRAVERSE CITY

Join us for an evening of discussion and exploration as we review how Radio Centre, with their flagship station, WTCM, has been serving the people and businesses of Northern Michigan for more than 75 years.

See how information technology works behind the scenes to produce radio programming and marketing solutions for local businesses. Technical Director, Eric Send, explains how radio signals are sent from studios to the transmitter sites.



9&10 News

· Paid Partnership · February 12, 2019 ·

TC JOBfest 2019 is coming to the Park Place and Conference Center in Traverse City, this 3rd. This one day event will bring employers immediate job openings together with qualified skilled people who are ready to take their career to the next level. Follow <https://www.9and10news.com/2019/02/04/calling-a-labor-employers-for-jobfest-2019/> as we get April and learn more about the specific businesses that will be there! Booth space is available for business sponsors looking for general laborers, specialists in the manufacturing, mechanical, trucking, trades, and service, industries. — v WTCM Radio.

5

1 Comment 1

Like

Comment

5

Most Relevant



Write a comment...

Michigan Works! Job Fair Tips for TC JOBfest 2019

March 19, 2019 by Emily DeRuiter (<https://www.9and10news.com/author/emilyderuiter9and10news-com/>)

ring into new opportunities by attending a job fair.



(<https://www.9and10news.com/content/uploads/2019/03/03-19-19-JOB-FAIR-LL-INTV-PKG-4.transfer.jpg>)

From what to wear to what to bring, the video above features CEO of Northwest Michigan Works! Terry Vandercook and his tips to help you give off the right impression.

Perfect timing, because 9&10 News and WTCM Radio have a job fair coming up on April 3.

The TC JOBfest is at the Park Place Hotel and Conference Center in Traverse City.

Nearly two dozen different businesses will be there looking to add employees to their teams.

For a full list of who will be there, go here. (<https://www.9and10news.com/2019/02/04/calling-all-skilled-labor-employers-for-jobfest-2019/>)

Categories: the four (<https://www.9and10news.com/category/9and10-the-four/>)

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[with-the-united-way-of-northwest-michigan-today/](https://www.9and10news.com/2019/03/03-19-19-JOB-FAIR-LL-INTV-PKG-4.transfer.jpg)

Volunteer with the United
Way of Northwest
Michigan Today!
(<https://www.9and10news.com/2019/03/03-19-19-JOB-FAIR-LL-INTV-PKG-4.transfer.jpg>)
[with-the-united-way-of-northwest-michigan-today/](https://www.9and10news.com/2019/03/03-19-19-JOB-FAIR-LL-INTV-PKG-4.transfer.jpg))

(<https://www.9and10news.com/2019/03/03-19-19-JOB-FAIR-LL-INTV-PKG-4.transfer.jpg>)
[a-big-rylee/](https://www.9and10news.com/2019/03/03-19-19-JOB-FAIR-LL-INTV-PKG-4.transfer.jpg)

Become a Big: Rylee
(<https://www.9and10news.com/2019/03/03-19-19-JOB-FAIR-LL-INTV-PKG-4.transfer.jpg>)
[a-big-rylee/](https://www.9and10news.com/2019/03/03-19-19-JOB-FAIR-LL-INTV-PKG-4.transfer.jpg))