



Federal Communications Commission
Washington, D.C. 20554

October 30, 2023

WSAQ-FM, Port Huron, MI, Fac ID #73074
Liggett Communications LLC
808 Huron Avenue
Port Huron, MI 48060

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), WSAQ-FM, Port Huron, MI, Fac ID #73074 (the Station) and all other stations, if any, in the same station employment unit (defined by 73.2080(e)(2) as commonly owned stations in the same market that share employees) (the Unit) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of section 73.2080 of the Federal Communications Commission (FCC or Commission) rules can be found here: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-rules>.

2. Audit Data Requested.

(a) If the Unit has fewer than five full-time employees (defined by section 73.2080(e)(1) as employees regularly assigned to work 30 hours a week or more), submit a response listing the Unit's full-time employees identified by job title (no personal names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 2(b)(vi) below. Please also see Questions 3 and 4 below for guidance regarding brokers and brokered stations.

(b) If the Unit employs five or more full-time employees, provide the following information:

(i) Copies of the Unit's two most recent EEO Public File Reports, described in section 73.2080(c)(6).

(ii) For each station in the Unit that maintains a website, the website address. If the Unit's most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

(iii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if a job notice was sent to multiple sources, the Unit may include in its response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement

confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii).⁷⁷ Include, however, copies of all job announcements sent to any organization (identified separately from other recruitment sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

(iv) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

(v) Dated documentation demonstrating performance of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation provided appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask for additional verification.

(vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that the Unit must report all complaints, regardless of their status or disposition.

(vii) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and how the Unit has informed employees and job applicants of its EEO policies and

⁷⁷ For on-air announcements that aired multiple times to advertise the position, you may send a traffic log summary documenting the timeframe during which the announcements aired (in lieu of the log in its entirety). The log showing all air dates and times may be required for additional verification, but the Unit need not provide with its initial response.

program.

(viii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(ix) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(x) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(c) Resumes, company training manuals, posters, employee handbooks, and corporate guidebooks are not required to be submitted. If any of the information in these or similar materials is relevant to any part of this audit letter, the Unit may provide a summary of any content if it so wishes. If this audit requires an unusually burdensome volume of documentation, the Unit may contact EEO staff at (202) 418-1450 prior to the response deadline to discuss alternative ways of condensing the information.

3. Time Brokerage—Licensee of brokered station(s) receives audit letter.

If any station included in the Unit is subject to a time brokerage agreement, the licensee must immediately forward a copy of this letter to the broker under each such agreement. Additionally, if the Unit employs fewer than five full-time employees, the licensee must respond by providing a list of the Unit's full-time employees listed by job title, the number of hours each employee is assigned to work, and a response to Question 2(b)(vi) above. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 2(b).

4. Time Brokerage—Broker receives audit letter.

(a) **Broker receives audit letter from brokered station licensee.** The broker must submit information requested in 2(b) above concerning information relating only to its own full-time employees working on behalf of the brokered station, as required by section 73.2080(f)(3) of the Commission's rules. If recruitment activity for those brokered station employees is maintained with that of other stations licensed to you, and you lack the ability to separate the information, submit information pertaining to both.

(b) **Broker receives audit letter directly from Commission.** If any station in the Unit is licensed to you, submit information requested in 2(b) above for the Unit's EEO program. If recruitment activity pertaining to full-time employees working on behalf of another station you broker is maintained with that of the Unit, and you lack the ability to separate the information, submit information pertaining to both.

(c) **Broker described in 4(a) or 4(b).** If full-time employees at the station you broker, combined with full-time employees at the Station (or Unit), total fewer than five, you need only respond to this letter by submitting a list of full-time employees (identified by job title and number of hours regularly assigned to work per week) for both the brokered station(s) and subject Station as well as a response to Question 2(b)(vi).

5. Procedures.

(a) **The response to this audit letter must be uploaded to the FCC-hosted online public inspection file (<https://publicfiles.fcc.gov/>) belonging to each station in the Unit by no later than December 14, 2023.** The response should be placed in the EEO Audits, Investigations, and Complaints subfolder in the online public file (found at EEO Records>>Additional Documents>> EEO Audits, Investigations, and Complaints). Include in the response the Station's Facility ID Number and an e-mail address of a Station representative.

(b) Any extension of time must be requested at least five days prior to aforementioned deadline (via email to EB-EEO@fcc.gov), indicate the additional time the Unit believes it needs to complete its response (not to exceed 45 days) and will be granted only upon a showing of good cause. Unless and until an extension is granted, the original deadline remains in effect.

(c) If the Unit submitted an EEO audit response in 2021 or 2022 and/or the most recent license renewal application(s) applicable to the Unit were granted after October 1, 2021, send an email to EB-EEO@fcc.gov for additional guidance on whether a response is required. In the email, provide a reference to the relevant filings/applications before the Commission.

(d) The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (*See* 47 CFR § 1.16.). To knowingly and willfully make any false statement or conceal any

material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; 47 CFR § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with section 73.2080(g).

(e) As required by sections 73.3526(e)(10) (commercial stations) and 73.3527(e)(11) (noncommercial educational stations), a copy of this letter and the response must be placed in the FCC-hosted online public inspection file belonging to each station in the Unit. Consequently, the response should not include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. The FCC does not require that employment units retain such information in their records, or that such information be provided in response to this letter.

(f) Upon receipt, audit responses will be reviewed for completeness. If any questions arise or there are missing materials, EEO staff will contact you. The Enforcement Bureau no longer issues letters to licensees upon completion of our review of audit responses.

6. Should you have any questions, please contact EEO Staff at EB-EEO@fcc.gov or (202) 418-1450. Thank you for your cooperation.

Sincerely,

/s/ Elizabeth Goldin

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau



December 5, 2023

Federal Communications Commission
Washington, DC 20544

RE: WSAQ-FM, Port Huron, MI, Facility ID#73074
Audit – EEO Program

The following information and documents are being submitted in response to your audit request of October 30, 2023 for WSAQ-FM and all other stations:

2. Audit Data Requested

- b.i Annual EEO Public File reports and supporting documentation are attached (*2021-2022 EEO Annual Public File Report-Attachment A and 2022-2023 Annual EEO Public File Report-Attachment B*), covering all stations.
- b.ii Website addresses for the stations are: wbti.com (WBTI), wsaq.com (WSAQ), wphm.net (WPHM), rock1055.com (WHLS) and 927whlx.com (WHLX). EEO reports are posted on each of these websites.
- b.iii **EEO Period 5/21/21-5/20/22** (*See Attachment A*)

Full Time Positions filled:

6/28/21 – Account Executive (Sales)

8/4/21 – Account Executive (Sales)

1/31/22 – Digital Sales Specialist

EEO Period 5/21/22-5/20/23 (*See Attachment B*)

Full Time Positions filled:

6/14/22 – Account Executive (Sales)

12/12/22 – On-Air Announcer

4/2/23 – On-Air Announcer

Liggett Communications, LLC
808 Huron Ave., Port Huron, MI 48060
810-982-9000 Phone
810-987-9380 Fax



Job notices are posted on various sites including the Michigan Association of Broadcasters, Indeed, Handshake, station Facebook pages, on the career menu on all station websites, and posted on the bulletin board in the building. Announcements are broadcast and streamed on all stations for current openings. In 2022, we began posting all open positions on each station website and sending all digital responses to a central email, hr@radiofirst.net, in order to consolidate information. Broadcast and streamed ads directed those interested to check the websites, call the department head directly or email hr@radiofirst.net. See each Annual EEO Public File Reports for supporting documentation for each annual filing period. (*Attachment A and Attachment B*).

- b.iv Total interviewees and referral source for each vacancy is reported in each *Annual EEO Public File Report*, see *Attachment A and Attachment B*.
- b.v Documentation supporting recruitment initiatives is attached for each period covered in the Annual EEO Public File report that period. Our market population is below 250,000 and requires we perform two initiatives within a two year period. Between our outreach activities through career fairs, our ongoing intern program, radio career promotional broadcast PSAs and Facebook postings, we meet required in each individual year. We had 1 paid intern and several student interns during the periods being reported. Program Directors, assigned studio staff and Department Managers are involved in outreach activities and the intern program. (*See Attachment A and Attachment B*).
- b.vi There are no pending or resolved complaints.
- b.vii Each Program Director or department manager (Unit Manager) is informed at least annually of EEO expectations and requirements (April, prior to the EEO report due date and periodically during the year) and the hiring procedure is reviewed. Job postings and recruitment activities are initiated by the Unit Managers and coordinated through the Vice President and/or the Business Manager and posted in various ways as outlined in b.iii above, dependent upon the requirements of the position.
- b.viii In April of each year, the Management Team reviews the year's activities, results and plans.
- b.ix In September of each year, Management begins the planning process for the next calendar year. As part of that process, a review of positions, pay, benefits, possible openings, promotions and selection techniques are examined for effectiveness and non-discriminatory practices. In April of each year, the Management Team reviews the previous year's recruitment activities, intern program and outreach activities. Plans and/or changes for future efforts are reviewed at that time. Our stations have no union contract.



b.x Not applicable

3. Time Brokerage – not applicable

4. Time Brokerage – not applicable

I certify that the information presented in response to this request is accurate and complete. If there are any questions please contact me at kshigley@radiofirst.net or at 810-941-9939.

Sincerely,

A handwritten signature in black ink that reads "Scott Shigley". The signature is written in a cursive style with a large, looped "S" at the beginning.

Scott Shigley
Vice President/General Manager
Liggett Communications LLC

ATTACHMENT A

Public File Reporting Period May 21, 2022 – May 20, 2023



WBTI-FM • WHLS-AM • WHLX-AM • WPHM-AM • WSAQ-FM

WBTI, WHLS, WHLX, WPHM, WSAQ

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WBTI-Lexington MI, WHLS-Port Huron MI, WHLX-Marine City MI, WPHM-St. Clair MI, WSAQ-Port Huron MI and is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning May 21, 2021 to and including May 20, 2022 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.

For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notifications pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.

The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source was Utilized” refer to the number of the full-time job positions listed in Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

APPENDIX 1

Covering the Period from May 21, 2021 to May 20, 2022

WBTI, WHLS, WHLX, WPHM, WSAQ

Annual EEO Public File Report

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total # of Interviewees from all Sources for this position
1.	Account Executive/Sales (2)	Individual referral and RadioFirst recruitment ad	12
2.	Director of Digital Sales	RadioFirst recruitment ad	1
3.			
4.			
5.			
6.			
7.			
8.			
9.			

Total Number of Persons Interviewed During Applicable Period: 13

APPENDIX 2

Covering the Period from May 21, 2021 to May 20, 2022

WBTI, WHLS, WHLX, WPHM, WSAQ Annual EEO Public File Report

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone#, Contact Person)	Total # of Interviewees this Source provided during period, if any.	Full-time Positions for which this Source was utilized.
1.	MAB/NAB Job Bank www.michmab.com		
2.	St. Clair Co. Community College 323 Erie Street Port Huron, MI 48060		
3.	SPECS Howard 19900 W 9 Mile Rd Southfield, MI 48075 248-358-9000		
4.	RadioFirst-Internal Posting ██████████ 808 Huron Port Huron, MI 48060 810-982-9000		
5.	RadioFirst-Station Ads 808 Huron Port Huron, MI 48060 810-982-9000	2	2
6.	Individual Referrals (word of mouth)	1	1
7.	MI Talent Connect- from available candidates		
8.	Web "Indeed" posting	10	0
9.	RadioFirst Broadcast Recruitment Ad		
10.	RadioFirst Web/FB posting		
11.	RadioFirst Intern Program		
12.	Unsolicited		

*Indicates sources that have requested notification of job openings.

APPENDIX 3

Covering the Period from May 21, 2021 to May 20, 2022

WBTI, WHLS, WHLX, WPHM, WSAQ

Annual EEO Public File Report

Section 1: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station(s):

September 2021- Ongoing – WDBM Impact 89FM Board Representative – Student/MSU Faculty/Commercial and Non Commercial Board - Caleb Gordon

November 9, 2021 – CTE Radio/TV Program Advisory Committee Representative – Community/Educational Outreach – ██████████ ✓

June 2021 – May 2022 – Intern Program

February 4, 2022 – MAB Foundation Student Broadcast Awards – Caleb Gordon ✓

April 28, 2022 – SC4 Career Fair – ██████████ ✓

May 4, 2022 – CTE Radio/TV Program Advisory Committee Representative – Community/Educational Outreach – ██████████ ✓

HIRING

2. Total number of people interviewed for this position: 13

3. Total number of applicants for this job: 29

III: HIREE

Person ultimately hired for this position:

Name: B. [REDACTED], B. [REDACTED] & A. [REDACTED]

Recruitment Source: Ind referral & radio ads

Approval:

General Manager: [Signature] Date: 1/11/22

2021 applicants

1 message

Alisa Milano <AMilano@radiofirst.net>
To: Kim Hyde <khyde@radiofirst.net>

Mon, May 9, 2022 at 9:46 AM

Here you go:

	<u>2021</u>	<i>Applied</i>	<i>Interviewed</i>	<i>Hired</i>
[REDACTED]		5-Feb	8-Feb Word of Mouth	
[REDACTED]		12-Feb	13-Feb Word of Mouth	X
[REDACTED]		17-Feb	18-Feb Radio ad	
Chadwick Coburn		14-Apr	Radio ad	
[REDACTED]		30-Apr	4-May Radio ad	
[REDACTED]		5/17/2021	Radio ad	
[REDACTED]		5/12/2021	Radio ad	
[REDACTED]		6/1/2021	6/3/2021 Ben Coburn	X
[REDACTED]		5/31/2021	6/1/2021 Radio ad	X
[REDACTED]		12/8/2021	1/7/2022 Radio ad	X

* 5/20 5/21 *
2021 - 2022

--
Alisa Milano-Glombowski
Director of Sales
Office: 810-966-0144
Cell: 810-650-9849

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Account Executive- job post

RadioFirst

Port Huron, MI

Employer actively reviewed job 2 days ago

Apply Now

Urgently hiring

Job details

Job Type

Full-time

Number of hires for this role

1

Qualifications

- License:
 - Driver's License (Required)

Full Job Description

Looking for a good, perceptive business person that can help unlock advertising opportunities for local customers by using our radio stations, websites and streams. Must be a good listener, critical thinker and capable of managing your own business and growing it each and every year. Live and work in one of the most beautiful parts of Michigan with incomes that can reach \$100k+

Job Type: Full-time

Schedule:

- 8 hour shift
- Monday to Friday

License:

- Driver's License (Required)

Work Location:

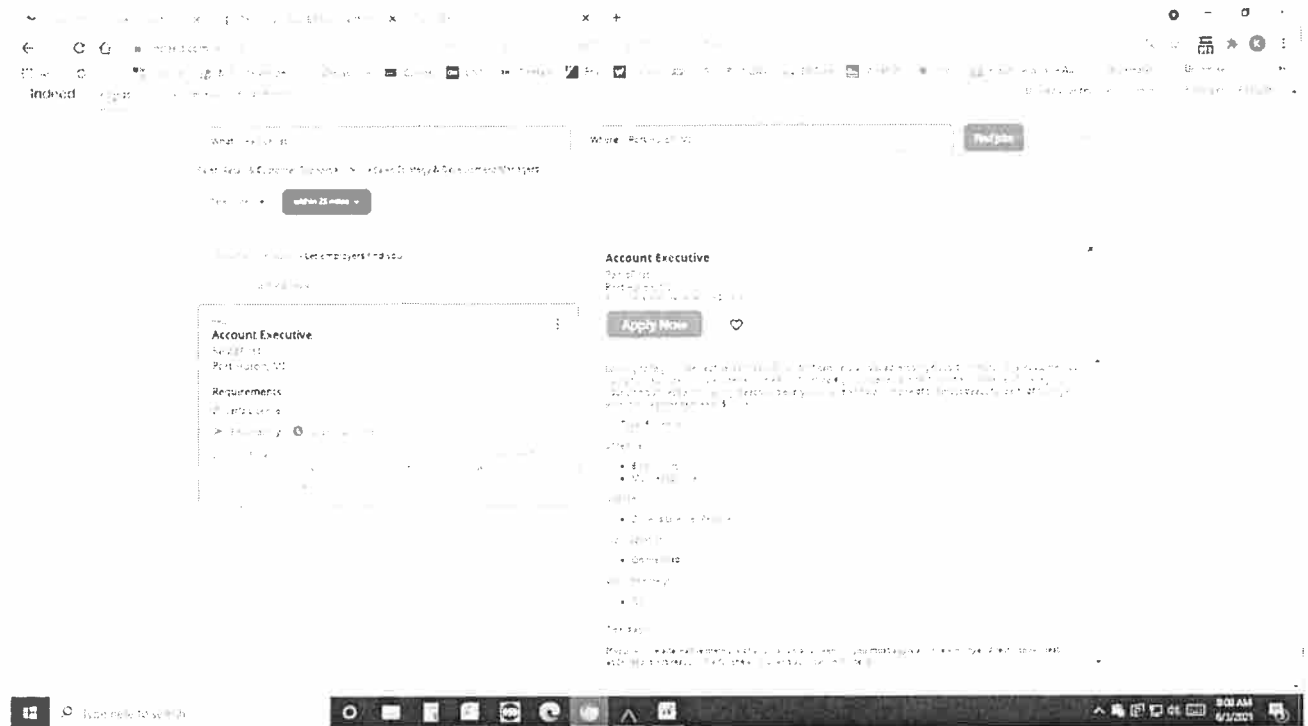
- On the road

Work Remotely:

- No

7 days ago

If you require alternative methods of application or screening, you must approach the employer directly to request this as Indeed is not responsible for the employer's application process.
Report job



Indeed posting
applicants

Matches to job post

Interested?

26 submitted
10 applicants
reviewed
4 interviewed

~~Christy M. Dyer~~

Records Technician
Awaiting Review: Applie...

license: yes

~~Joseph M. Wilson~~

Paraprofessional for Sp...
Awaiting Review: Applie...

license: yes

~~Christy M. Dyer~~

Sales Manager
Awaiting Review: Applie...

license: yes

~~Christy M. Dyer~~

Project Management
Awaiting Review: Applie...

license: yes

~~Christy M. Dyer~~

Receptionist/Administrat...
Awaiting Review: Applie...

license: yes

Matches to job post

Interested?

[Redacted]
[Redacted]

license: yes

Prep/line cook
Awaiting Review: Applie...

[Redacted]

license: yes

National Account Repre...
Awaiting Review: Applie...

[Redacted]

license: yes

Consultant Intern
Awaiting Review: Applie...

[Redacted]

license: yes

Customer Service Repre...
Awaiting Review: Applie...

[Redacted]

license: yes

Sales Representative
Awaiting Review: Applie...

<input type="checkbox"/>	Matches to job post	Interested?
<input type="checkbox"/>	██████████ Cadillac Chat, Email, & ... Awaiting Review: Applie...	license: yes
<input checked="" type="checkbox"/>	██████████ Account Manager II Reviewed: Applied on J... <i>Interviewed</i>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	██████████ Executive Reviewed: Applied on J... <i>Interviewed</i>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	██████████ Sales Manager Reviewed: Applied on J... <i>Interviewed</i>	<input type="checkbox"/>
<input type="checkbox"/>	██████████ Sales and Marketing Awaiting Review: Applie...	license: yes

Matches to job post

Interested?

[Redacted]

Customer Outreach Rep...
Awaiting Review: Applie...

license: yes



[Redacted]

Social Media Coordinator
Reviewed: Applied on J...

license: yes

Interviewed



[Redacted]

Administrative Assistant
Contacting: Applied on J...

license: yes

Interviewed



[Redacted]

Office Manager
Reviewed: Applied on J...

license: yes

Interviewed

[Redacted]

Safety Manager
Awaiting Review: Applie...

license: yes

Find your next hire faster



Meet a series of applicants one by one, during a set time block

General Manager
Contacting: Applied on J...

license: yes



Family Advocate
Reviewed: Applied on M...

license: yes



Set up a back-to-back session

Interviewed



Director
Reviewed: Applied on M...

license: yes



Interviewed



Medical Administrative A...
Reviewed: Applied on M...

license: yes



Interviewed



Product Training Special...
Contacting: Applied on ...

license: yes



Seat Assembler
Reviewed: Applied on M...

license: yes



Interviewed

Collapse

- + Create new >
- Jobs
- Campaigns
- Candidates
- Search resumes
- Interviews
- Analytics
- Tools

Account Executive
 Port Huron, MI
 Posted: May 26, 2021

26 Applicants



Help

Notifications

Messages



Jobs



11/14/23

Open and paused (0)

Closed (1)



Filter and search jobs



Sort by: Posting date



Order: Descending



Account Executive



Port Huron, MI

Posted: May 26, 2021

26

Applicants

14

Awaiting

3

Contacting

2 of 1

Hired

Invite

more

candidates



Sponsored

0.00 (USD) Total cost

5.00 (USD) Daily

Closed





Invoice

Indeed, Inc
Mail code 5160
P.O. Box 660367
Dallas, TX
75266-0367

Invoice #: 44664851
Date: 05/31/2021
Due Date: 05/31/2021

Bill to: RadioFirst
3824 Spartan Dr
Fort Gratiot, MI 48059
amilano@radiofirst.net

Total Amount: 30.88 USD

Total Due: 0.00 USD

Description / Memo	Amount
May 2021 Sponsored Jobs on Indeed.com	30.88 USD
Sales tax	0.00 USD
Total Amount	30.88 USD

PAID INVOICE
THIS INVOICE IS FOR YOUR RECORDS

Date: 05/31/2021

Terms: Due upon receipt

Due Date: 05/31/2021

Information in "Bill To" section may be updated



Invoice

Indeed, Inc
Mail code 5160
P.O. Box 660367
Dallas, TX
75266-0367

Invoice #: 46100200
Date: 06/30/2021
Due Date: 06/30/2021

Bill to: RadioFirst
3824 Spartan Dr
Fort Gratiot, MI 48059
amilano@radiofirst.net

Total Amount: 163.29 USD

Total Due: 0.00 USD

Description / Memo	Amount
June 2021 Sponsored Jobs on Indeed.com	163.29 USD
Sales tax	0.00 USD
Total Amount	163.29 USD

PAID INVOICE
THIS INVOICE IS FOR YOUR RECORDS

Date: 06/30/2021

Terms: Due upon receipt

Due Date: 06/30/2021

Information in "Bill To" section may be updated



Invoice

Indeed, Inc
Mail code 5160
P.O. Box 660367
Dallas, TX
75266-0367

Invoice #: 47563795
Date: 07/31/2021
Due Date: 07/31/2021

Bill to: RadioFirst
3824 Spartan Dr
Fort Gratiot, MI 48059
amilano@radiofirst.net

Total Amount: 58.80 USD

Total Due: 0.00 USD

Description / Memo	Amount
July 2021 Sponsored Jobs on Indeed.com	58.80 USD
Sales tax	0.00 USD
Total Amount	58.80 USD

PAID INVOICE
THIS INVOICE IS FOR YOUR RECORDS

Date: 07/31/2021

Terms: Due upon receipt

Due Date: 07/31/2021

Information in "Bill To" section may be updated

Radio Broadcast (Local Accts) and Web recruitment advertisements

May 2021 - May 2022

Advertiser	Transaction Date	Revenue Type	Station	Contract No	Transaction No	Net Amount	Sales Order Name
HOUSE PROMOS	5/30/2021	Local Accts	WBTI-FM	32636	MCC-1210569517	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	5/30/2021	Web	WBTI-FM	32636	MCC-1210569517	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	5/30/2021	Local Accts	WHLS-AM	32636	MCC-1210569517	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	5/30/2021	Web	WHLS-AM	32636	MCC-1210569517	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	5/30/2021	Local Accts	WHLX-AM	32636	MCC-1210569517	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	5/30/2021	Web	WHLX-AM	32636	MCC-1210569517	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	5/30/2021	Local Accts	WPHM-AM	32636	MCC-1210569517	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	5/30/2021	Web	WPHM-AM	32636	MCC-1210569517	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	5/30/2021	Local Accts	WSAQ-FM	32636	MCC-1210569517	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	5/30/2021	Web	WSAQ-FM	32636	MCC-1210569517	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	6/6/2021	Local Accts	WBTI-FM	32636	MCC-1210669731	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	6/6/2021	Web	WBTI-FM	32636	MCC-1210669731	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	6/6/2021	Local Accts	WHLS-AM	32636	MCC-1210669731	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	6/6/2021	Web	WHLS-AM	32636	MCC-1210669731	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	6/6/2021	Local Accts	WHLX-AM	32636	MCC-1210669731	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	6/6/2021	Web	WHLX-AM	32636	MCC-1210669731	\$0.00	Recruitment Sales 2021 April May-02
HOUSE PROMOS	1/30/2022	Local Accts	WBTI-FM	33117	MCC-1220176962	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	1/30/2022	Web	WBTI-FM	33117	MCC-1220176962	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	1/30/2022	Local Accts	WHLS-AM	33117	MCC-1220176962	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	1/30/2022	Web	WHLS-AM	33117	MCC-1220176962	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	1/30/2022	Local Accts	WHLX-AM	33117	MCC-1220176962	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	1/30/2022	Web	WHLX-AM	33117	MCC-1220176962	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	1/30/2022	Local Accts	WPHM-AM	33117	MCC-1220176962	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	1/30/2022	Web	WPHM-AM	33117	MCC-1220176962	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	1/30/2022	Local Accts	WSAQ-FM	33117	MCC-1220176962	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	1/30/2022	Web	WSAQ-FM	33117	MCC-1220176962	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	2/27/2022	Local Accts	WBTI-FM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	2/27/2022	Web	WBTI-FM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	2/27/2022	Local Accts	WHLS-AM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	2/27/2022	Web	WHLS-AM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	2/27/2022	Local Accts	WHLX-AM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	2/27/2022	Web	WHLX-AM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	2/27/2022	Local Accts	WPHM-AM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	2/27/2022	Web	WPHM-AM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	2/27/2022	Local Accts	WSAQ-FM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	2/27/2022	Web	WSAQ-FM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1

HOUSE PROMOS	2/27/2022	Web	WSAQ-FM	33117	MCC-1220277284	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	3/20/2022	Local Accts	WBTI-FM	33117	MCC-1220377346	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	3/20/2022	Web	WBTI-FM	33117	MCC-1220377346	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	3/20/2022	Local Accts	WHLX-AM	33117	MCC-1220377346	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	3/20/2022	Web	WHLX-AM	33117	MCC-1220377346	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	3/20/2022	Local Accts	WHLX-AM	33117	MCC-1220377346	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	3/20/2022	Web	WHLX-AM	33117	MCC-1220377346	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	3/20/2022	Local Accts	WPHM-AM	33117	MCC-1220377346	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	3/20/2022	Web	WPHM-AM	33117	MCC-1220377346	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	3/20/2022	Local Accts	WSAQ-FM	33117	MCC-1220377346	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	3/20/2022	Web	WSAQ-FM	33117	MCC-1220377346	\$0.00	Recruitment Sales 2022 Q1
HOUSE PROMOS	5/29/2022	Local Accts	WBTI-FM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Web	WBTI-FM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Local Accts	WHLX-AM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Web	WHLX-AM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Local Accts	WHLX-AM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Web	WHLX-AM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Local Accts	WPHM-AM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Web	WPHM-AM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Local Accts	WSAQ-FM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Web	WSAQ-FM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WBTI-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WBTI-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WPHM-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WPHM-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WSAQ-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WSAQ-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM, Buyer: _____
WPHM-AM, WSAQ-FM Tax Schedule: _____ (None)
 Contract Name: Recruitment Sales 2021 April May-02 Agency Commission %: 0
 Contract#: _____ 32636 Billing Cycle: Standard
 Start Date: 4/09/21 End Date: 5/31/21 Salesperson: 1756amil Comm %: 0
 Revenue Type: Local Accts Type: Cash Makegood Policy: Within Contract Dates
 Advertiser: HOUSE PROMOS
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Competitive Code: EDUCATION/TRAINING/JOBS

WBTI-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	4/09/21	5/31/21		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
RECRUITMENT																	Approved-		

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
1	4/09/21	5/31/21	STREAMING		Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 12:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	4/09/21	5/31/21		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
RECRUITMENT																	Approved-		

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
2	4/09/21	5/31/21	STREAMING		Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 12:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	4/09/21	5/31/21		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
3	4/09/21	5/31/21	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	4/09/21	5/31/21		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
4	4/09/21	5/31/21	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	4/09/21	5/31/21		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
5	4/09/21	5/31/21	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Apr 21	May 21	Jun 21
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

Print Spot Prices

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TOTAL SPOTS 2650
SPOT TOTAL \$ 0.00
ALTERNATIVE REVENUE TOTAL \$ 0.00
GROSS TOTAL \$ 0.00
ADJUSTED SPOTS 2650
ADJUSTED TOTAL \$ 0.00

APPROVE DECLINE
 NXT
 Sales Manager
 Traffic Manager
 Local Sales Manager

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM, WPHM-AM, WSAQ-FM Buyer: _____
 Contract Name: Recruitment Sales 2022 Q1 Agency Commission %: 0
 Contract#: _____ 33117 Billing Cycle: Standard
 Start Date: 1/21/22 End Date: 3/14/22 Salesperson: 1756amil Comm %: 0
 Revenue Type: Local Accts Type: Cash Makegood Policy: Within Contract Dates
 Advertiser: HOUSE PROMOS
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Competitive Code: EDUCATION/TRAINING/JOBS

WBTI-FM

No	DATES		All wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	1/21/22	3/14/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
RECRUITMENT Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
1	1/21/22	3/14/22	STREAMING		Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 12:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		All wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	1/21/22	3/14/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
RECRUITMENT Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
2	1/21/22	3/14/22	STREAMING		Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 12:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	1/21/22	3/14/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
3	1/21/22	3/14/22	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	1/21/22	3/14/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
4	1/21/22	3/14/22	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	1/21/22	3/14/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
5	1/21/22	3/14/22	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Jan 22	Feb 22	Mar 22
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

Print Spot Prices

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TOTAL SPOTS	2650
SPOT TOTAL \$	0.00
ALTERNATIVE REVENUE TOTAL \$	0.00
GROSS TOTAL \$	0.00
ADJUSTED SPOTS	2650
ADJUSTED TOTAL \$	0.00

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|-------------------------------------|--------------------------|---------------------|
| APPROVE | DECLINE | |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | NXT |
| <input type="checkbox"/> | <input type="checkbox"/> | Sales Manager |
| <input type="checkbox"/> | <input type="checkbox"/> | Traffic Manager |
| <input type="checkbox"/> | <input type="checkbox"/> | Local Sales Manager |

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM, Buyer: _____
WPHM-AM, WSAQ-FM Tax Schedule: _____ (None)
 Contract Name: Recruitment Sales 2022 Q2 Agency Commission %: 0
 Contract#: _____ 33240 Billing Cycle: Standard
 Start Date: 4/29/22 End Date: 6/20/22 Salesperson: 1756amil Comm %: 0
 Revenue Type: Local Accts Type: Cash Makegood Policy: Within Contract Dates
 Advertiser: HOUSE PROMOS
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Competitive Code: EDUCATION/TRAINING/JOBS

WBTI-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	4/29/22	6/20/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
RECRUITMENT Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
1	4/29/22	6/20/22	STREAMING		Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 12:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	4/29/22	6/20/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
RECRUITMENT Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
2	4/29/22	6/20/22	STREAMING		Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 12:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	4/29/22	6/20/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
3	4/29/22	6/20/22	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	4/29/22	6/20/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
4	4/29/22	6/20/22	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	4/29/22	6/20/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
5	4/29/22	6/20/22	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Apr 22	May 22	Jun 22
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

Print Spot Prices

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TOTAL SPOTS 2650

SPOT TOTAL \$ 0.00

ALTERNATIVE REVENUE TOTAL \$ 0.00

GROSS TOTAL \$ 0.00

ADJUSTED SPOTS 2650

ADJUSTED TOTAL \$ 0.00

APPROVE	DECLINE	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	NXT
<input type="checkbox"/>	<input type="checkbox"/>	Sales Manager
<input type="checkbox"/>	<input type="checkbox"/>	Traffic Manager
<input type="checkbox"/>	<input type="checkbox"/>	Local Sales Manager

5/21/21 - 5/20/22



Station Career Openings

Kim Hyde <khyde@radiofirst.net>

Career Page

Angelica Finnesy <afinnesy@radiofirst.net>

Wed, Mar 16, 2022 at 3:39 PM

To: Kim Hyde <khyde@radiofirst.net>, Matt Markham <mmarkham@radiofirst.net>, Brad Biewer <bbiewer@radiofirst.net>, Conrad Reed <creed@radiofirst.net>, Alisa Milano <AMilano@radiofirst.net>, Paul Miller <pmiller@radiofirst.net>, Caleb Gordon <cgordon@radiofirst.net>, Scott Shigley <sshigley@radiofirst.net>

There is now a career page under the about us tab on each station website. Please feel free to add open positions to it! Or let me know and I will.

--
Angelica Finnesy
Director of Digital Sales
Office: (810) 966-0138
Cell: (989) 854-0605



This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity.

Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not

to place advertising on particular stations on the basis of race, national origin, or ancestry.

OUTREACH



Kim Hyde <khyde@radiofirst.net>

Fwd: Cousino High School Virtual Advisory Committee Meeting - Thurs 12/9

1 message

Conrad Reed <creed@radiofirst.net>
To: Kim Hyde <khyde@radiofirst.net>

Thu, Dec 9, 2021 at 11:25 AM

If you need any other information, let me know!

- C

----- Forwarded message -----

From: **Jeremy Olstyn** <Olstyn@wcskids.net>
Date: Wed, Nov 10, 2021 at 10:20 AM
Subject: Cousino High School Virtual Advisory Committee Meeting - Thurs 12/9
To: Jeremy Olstyn <Olstyn@wcskids.net>

Hello Advisory Committee-

Wondering if you would be available for an online Webex meeting Thursday 12/9 at 6:00 PM?

Please respond to this e-mail and let me know if you can attend our proposed meeting.

Thanks!

Jeremy Olstyn
General Manager, WPHS-FM
Radio & Television Teacher
Warren Consolidated Schools
Cousino High School
30333 Hoover Road
Warren, MI 48093
Classroom and Studio Phone: 586.698.4604
Internal Ext: 12623
Virtual/Remote Phone: 248.285.9997
olstyn@wcskids.net
www.wcskids.net

We hold these meetings 2x per school year with the intent of receiving professional feedback for the fields of Radio, TV and Filmmaking.

Here's a summary...

During the Meeting: You and other industry professionals will make recommendations in regards to: Program objectives and Curriculum, Work Based Learning, Safety, Training, Equipment and Technology, Facilities, Post Secondary Opportunities, and Industry Trends.

About our Program: I teach a state certified Career and Technical Education (CTE) program- officially CIP Code 10.0202: Radio and Television Broadcasting. There are 6 course offerings that student's can take in our district- Radio 1 (1 Semester), TV 1 (1 Semester), Radio 2 (Full Year), TV 2 (Full Year), Radio 3 (Full Year), TV 3 (Full Year)

MAB FOUNDATION

2021-2022

Michigan Association of Broadcasters

Chair
Trisha Peterson
WJNR/WOBE/WHTO

Vice Chair
Seth Resler
Jacobs Media

Secretary/Treasurer
Caleb Gordon
Liggett Communications

Immediate Past Chair
Kristin Burns
Futuri Media Detroit

President
Sam Klemet, MAB

Jena Blair
Washtenaw Community College

Jan Boers
NXMI-TV Fox 17

Marla Drutz
MDIV-TV, Graham Media

Rebecca Falk
Audacy, Inc.

Eric Hammerstrom
Marquette Senior High School

Mark Libke
McKibbin Media Group

Kevin Oswald
Midwest Communications

Annie Scaramuzzino
Audacy, Inc.

Jason Springer
Rockford High School

Sheri Stuart
WBKB-TV

Carla Vanderhorst
NXMI Fox 17

August Wallace
Cumulus Media

Jon Whiting
Michigan State University

MAB Liaison
Scott Shigley
Liggett Communications

February 4, 2022

Caleb Gordon
Liggett Communications, LLC
808 Huron Ave.
Port Huron, MI 48060

Dear Caleb Gordon,

Thank you for your participation as a judge in the 2022 Michigan Student Broadcast Awards. We had 495 entries from high school and college broadcasting students statewide. Thank you for providing valuable feedback to these students and for your assistance in helping to coach and mentor them in their journey to become a professional broadcaster in Michigan.

Our records show that the following people assisted in the 2022 Michigan Student Broadcast Awards:

Caleb Gordon

Representing the following call letters:

WPHM-AM

The information about the 2022 Michigan Student Broadcast Awards was widely disseminated and marketed to high school and college students, who represent future job seekers, in Michigan.

For Stations – As you know, participation in education opportunities may or may not count as an 'other' item with regards to obtaining EEO credits. Any questions should be directed to your legal counsel, or, if you are a current MAB member, you can contact MAB's legal counsel, David Oxenford.

The MAB Foundation asks that you place this letter and any other potential materials your station used, with your EEO records.

Thank you for your participation, we hope the experience proved to be rewarding.

Sincerely,



Executive Director
MAB/MAB Foundation

Fwd: MAB-EEO Acknowledgement

1 message

Caleb Gordon <cgordon@radiofirst.net>
To: Kim Hyde <khyde@radiofirst.net>

Fri, Feb 4, 2022 at 3:56 PM

----- Forwarded message -----

From: **Rachel Krause** <krause@michmab.com>
Date: Fri, Feb 4, 2022 at 3:20 PM
Subject: MAB-EEO Acknowledgement
To: Caleb Gordon <cgordon@radiofirst.net>

Hi Caleb,

Thank you for volunteering time to serve as a judge for the MAB Foundation Michigan Student Broadcast Awards. Her participation may or may not count towards obtaining EEO credit.

A letter acknowledging this participation is attached. Please place this letter with your EEO records.

Thanks and have a great weekend,
Rachel

Rachel Krause

Executive Director of Programs
Michigan Association of Broadcasters
www.michmab.com
517-484-7444 - office
517-484-7447 - direct
630-336-9190 - cell

--

Caleb Gordon

WPHM News & Program Director
808 Huron Avenue
Port Huron, MI 48060
Office: 810-966-0148
Cell: 810-434-3131
Fax: 810-488-8234
www.wphm.net



 **WPHM.pdf**
1309K



St Clair County Community College

323 Erie Street

PO Box 5015

Port Huron, MI 48061-5015

Adv
pro

6270 ✓

Invoice

Date	Invoice #
2/17/2022	517

Bill To
Radio First ATTN: Alisa Milano 808 Huron Ave Port Huron, MI 48060

		P.O. No.	Terms
Quantity	Description	Rate	Amount
	SC4 2022 Career Fair Registration	150.00	150.00
		Total	\$150.00

Remittance:
St. Clair County Community College
Attn: Business Office, Rm 220 MB

SC4
INVOICE
517

2/23/22
PAYMENT
Orig Balance:
2/17/22
2/23/22
-150.00

Check: 9005
Amount: \$150.00
NEW BALANCE COMMENT
150.00 2022 CAREER FAIR
0.00 This check

		P.O. No.	Terms
Quantity	Description	Rate	Amount
	SC4 2022 Career Fair Registration	150.00	150.00
		Total	\$150.00

Remittance:
St. Clair County Community College
Attn: Business Office, Rm 220 MB

SC4 seeking employers for Career Fair April 28

February 9, 2022

The 2022 St. Clair County Community College Career Fair will take place from 2 to 5 p.m. Thursday, April 28. The event will bring hundreds of students, alumni and community members to the SC4 Fieldhouse in search of career opportunities.



The college is partnering with the Blue Water Area Chamber of Commerce, Economic Development Alliance of St. Clair County, Macomb/St. Clair Michigan Works!, the City of Port Huron/McMorran Place and SC4's TRIO Program for this year's event, and is currently seeking employers in search of qualified candidates for their open positions.

"The Career Fair is a great opportunity for employers in our region to showcase their company, network with other employers, and above all, find the best candidates from our community's rich talent pool," said Bonnie DiNardo, executive director of community and public relations at SC4. Participating employers also have the opportunity to post positions on Career Coach, the college's online employment system for students and alumni.

The Career Fair is expected to fill to capacity this year — interested employers are encouraged to register as early as possible, but no later than April 14. Employers can find detailed information and convenient online registration at sc4.edu/careerfair.

Fwd: Cousino High School Virtual Advisory Committee Meeting - Wed 5/4

Conrad Reed <creed@radiofirst.net>
To: Kim Hyde <khyde@radiofirst.net>, Scott Shigley <sshigley@radiofirst.net>

Mon, Apr 18, 2022 at 6:22 AM

For our Public Outreach stuff.

- C

CTE Advisory Comm

----- Forwarded message -----

From: **Jeremy Olstyn** <Olstyn@wcskids.net>
Date: Sun, Apr 17, 2022 at 12:58 PM
Subject: Cousino High School Virtual Advisory Committee Meeting - Wed 5/4
To: Jeremy Olstyn <Olstyn@wcskids.net>

Hello Advisory Committee-

Wondering if you would be available for an online Webex meeting Wednesday 5/4 at 6:00 PM?

Please respond to this e-mail and let me know if you can attend our proposed meeting.

Thanks!

Jeremy Olstyn
General Manager, WPHS-FM
Radio & Television Teacher
Warren Consolidated Schools
Cousino High School
30333 Hoover Road
Warren, MI 48093
Classroom and Studio Phone: 586.698.4604
Internal Ext: 12623
Virtual/Remote Phone: 248.285.9997
olstyn@wcskids.net
www.wcskids.net

We hold these meeting 2x per school year with the intent of receiving professional feedback for the fields of Radio, TV and Filmmaking.

Here's a summary...

During the Meeting: You and other industry professionals will make recommendations in regards to: Program objectives and Curriculum, Work Based Learning, Safety, Training, Equipment and Technology, Facilities, Post Secondary Opportunities, and Industry Trends.

About our Program: I teach a state certified Career and Technical Education (CTE) program- officially CIP Code 10.0202: Radio and Television Broadcasting. There are 5 course offerings that student's can take in our district, with new titles that are effective next school year:

- Video & Audio Production & Performance (intro class, full year)
- Advanced Video, Film, & Radio 1
- Advanced Video, Film, & Radio 2
- Advanced Video, Film, & Radio 3
- Media Communications (daily announcements)

5/2021 - 5/2022

Create Order Open Orders Import Orders Old Orders Version Print Print Previews Refresh Refresh Notifications Close Close Notifications Credit Refresh Credit

Start date: 5/1/2021 End date: 5/20/2022
 Files by: Advertiser Begins With Contains house house radio works
 Dates of Orders Loaded Between 11/24/21 and 11/07/23 Run Files(s) Clear File(s)

Contract Number	Advertiser	Station(s)	Salesperson	Advertiser	Start Date	End Date	Net Value	Date & Time Modified	Sales Order Name	ACT Orders
33024	HOUSE PROPOS	WBTL-FM, WHLS-AM, WHLY-AM, PHIL-AM, SAO-FM	Alisa Milano	HOUSE PROPOS	11/24/21	12/31/21	50	11/22/21 @ 8:44 am	House Radio Works for Recruitment	1
33147	HOUSE PROPOS	WBTL-FM, WHLS-AM, WHLY-AM, PHIL-AM, SAO-FM	Alisa Milano	HOUSE PROPOS	02/11/22	03/31/22	50	02/09/22 @ 12:39 pm	House Radio Works for Recruitment.1	1

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM, Buyer: _____
WPHM-AM, WSAQ-FM Tax Schedule: _____ (None)
 Contract Name: House Radio Works for Recruitment Agency Commission %: 0
 Contract#: _____ 33034 Billing Cycle: Standard
 Start Date: 11/24/21 End Date: 12/31/21 Salesperson: 1756amil Comm %: 0
 Revenue Type: Local Accts Type: Cash Makegood Policy: Within Contract Dates
 Advertiser: HOUSE PROMOS
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Comp. Code: EDUCATION/TRAINING/JOBS
 Sec. Comp.: EDUCATION

WBTI-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	11/24/21	12/31/21		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	152	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
1	11/24/21	12/31/21	STREAMING	Spots	230	Per Item	\$0.00	\$0.00
Revenue Type: Web Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (152 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	11/24/21	12/31/21		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	152	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
2	11/24/21	12/31/21	STREAMING	Spots	230	Per Item	\$0.00	\$0.00
Revenue Type: Web Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (152 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	11/24/21	12/31/21		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	152	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
3	11/24/21	12/31/21	STREAMING	Spots	230	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (152 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	11/24/21	12/31/21		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	152	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
4	11/24/21	12/31/21	STREAMING	Spots	230	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (152 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	11/24/21	12/31/21		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	152	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
5	11/24/21	12/31/21	STREAMING	Spots	230	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (152 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Nov 21	Dec 21	Jan 22
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

Print Spot Prices

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TOTAL SPOTS 760
SPOT TOTAL \$ 0.00
ALTERNATIVE REVENUE TOTAL \$ 0.00
GROSS TOTAL \$ 0.00
ADJUSTED SPOTS 760
ADJUSTED TOTAL \$ 0.00

APPROVE	DECLINE	
<input checked="" type="radio"/>	<input type="radio"/>	NXT
<input type="radio"/>	<input type="radio"/>	Sales Manager
<input type="radio"/>	<input type="radio"/>	Traffic Manager
<input type="radio"/>	<input type="radio"/>	Local Sales Manager

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM,
WPHM-AM, WSAQ-FM
 Contract Name: House Radio Works for Recruitment.1
 Contract#: 33147
 Start Date: 2/11/22 End Date: 3/31/22
 Revenue Type: Local Accts Type: Cash
 Advertiser: HOUSE PROMOS
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Comp. Code: EDUCATION/TRAINING/JOBS
 Sec. Comp.: EDUCATION

Buyer: _____
 Tax Schedule: _____ (None)
 Agency Commission %: 0
 Billing Cycle: Standard
 Salesperson: 1756amil Comm %: 0
 Makegood Policy: Within Contract Dates

WBTI-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	2/11/22	3/31/22		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	4	28	D	0.00	196	0.00	3
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
1	2/11/22	3/31/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (196 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	2/11/22	3/31/22		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	4	28	D	0.00	196	0.00	3
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
2	2/11/22	3/31/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (196 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	2/11/22	3/31/22		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	196	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
3	2/11/22	3/31/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (196 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	2/11/22	3/31/22		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	196	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
4	2/11/22	3/31/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (196 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	2/11/22	3/31/22		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	196	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
5	2/11/22	3/31/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (196 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Feb 22	Mar 22	Apr 22
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

Print Spot Prices

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TOTAL SPOTS	980
SPOT TOTAL \$	0.00
ALTERNATIVE REVENUE TOTAL \$	0.00
GROSS TOTAL \$	0.00
ADJUSTED SPOTS	980
ADJUSTED TOTAL \$	0.00

APPROVE	DECLINE	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	NXT
<input type="checkbox"/>	<input type="checkbox"/>	Sales Manager
<input type="checkbox"/>	<input type="checkbox"/>	Traffic Manager
<input type="checkbox"/>	<input type="checkbox"/>	Local Sales Manager

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM,
WPHM-AM, WSAQ-FM Buyer: _____
 Contract Name: House Radio Works for Recruitment.1 Tax Schedule: _____ (None)
 Contract#: _____ 33147 Agency Commission %: 0
 Start Date: 2/11/22 End Date: 3/31/22 Billing Cycle: Standard
 Revenue Type: Local Accts Type: Cash Salesperson: 1756amil Comm %: 0
 Advertiser: HOUSE PROMOS Makegood Policy: Within Contract Dates
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Comp. Code: EDUCATION/TRAINING/JOBS
 Sec. Comp.: EDUCATION

WBTI-FM

No	DATES		Alt	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		wks	START		END	M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS
1	2/11/22	3/31/22		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	196	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
1	2/11/22	3/31/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (196 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		Alt	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		wks	START		END	M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS
1	2/11/22	3/31/22		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	196	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
2	2/11/22	3/31/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (196 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	2/11/22	3/31/22		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	196	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
3	2/11/22	3/31/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (196 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	2/11/22	3/31/22		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	196	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
4	2/11/22	3/31/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (196 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	2/11/22	3/31/22		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	196	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
5	2/11/22	3/31/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (196 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Feb 22	Mar 22	Apr 22
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

Print Spot Prices

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TOTAL SPOTS 980
SPOT TOTAL \$ 0.00
ALTERNATIVE REVENUE TOTAL \$ 0.00
GROSS TOTAL \$ 0.00
ADJUSTED SPOTS 980
ADJUSTED TOTAL \$ 0.00

- APPROVE DECLINE
- NXT
- Sales Manager
- Traffic Manager
- Local Sales Manager

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM,
WPHM-AM, WSAQ-FM
 Contract Name: House Radio Works for Recruitment
 Contract#: 33034
 Start Date: 11/24/21 End Date: 12/31/21
 Revenue Type: Local Accts Type: Cash
 Advertiser: HOUSE PROMOS
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Comp. Code: EDUCATION/TRAINING/JOBS
 Sec. Comp.: EDUCATION

Buyer: _____
 Tax Schedule: _____ (None)
 Agency Commission %: 0
 Billing Cycle: Standard
 Salesperson: 1756amil Comm %: 0
 Makegood Policy: Within Contract Dates

WBTI-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	11/24/21	12/31/21		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	4	28	D	0.00	152	0.00	3
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
1	11/24/21	12/31/21	STREAMING	Spots	230	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (152 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	11/24/21	12/31/21		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	4	28	D	0.00	152	0.00	3
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
2	11/24/21	12/31/21	STREAMING	Spots	230	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (152 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	11/24/21	12/31/21		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	152	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
3	11/24/21	12/31/21	STREAMING	Spots	230	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (152 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	11/24/21	12/31/21		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	152	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
4	11/24/21	12/31/21	STREAMING	Spots	230	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (152 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	11/24/21	12/31/21		5:00 AM	12:00 AM	60	4	4	4	4	4	4	4	28	D	0.00	152	0.00	3
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
5	11/24/21	12/31/21	STREAMING	Spots	230	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (152 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Nov 21	Dec 21	Jan 22
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

Print Spot Prices

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TOTAL SPOTS	760
SPOT TOTAL \$	0.00
ALTERNATIVE REVENUE TOTAL \$	0.00
GROSS TOTAL \$	0.00
ADJUSTED SPOTS	760
ADJUSTED TOTAL \$	0.00

APPROVE	DECLINE	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	NXT
<input type="checkbox"/>	<input type="checkbox"/>	Sales Manager
<input type="checkbox"/>	<input type="checkbox"/>	Traffic Manager
<input type="checkbox"/>	<input type="checkbox"/>	Local Sales Manager

Sales Order

Stations: WSAQ-FM, WBTI-FM, WHLS-AM, WHLX-AM, WPHM-AM Buyer: _____
 Contract Name: Radio Works for Recruitment Tax Schedule: _____ (None)
 Contract#: _____ 19005 Agency Commission %: 0
 Start Date: 8/31/21 End Date: 9/30/21 Billing Cycle: Standard
 Revenue Type: Local Accts Type: Cash Salesperson: 1756amil Comm %: 0
 Advertiser: HOUSE PROMOS Makegood Policy: Within Contract Dates
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Competitive Code: EDUCATION/TRAINING/JOBS

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	8/31/21	9/30/21		5:00 AM	12:00 AM	60	3	3	3	3	3	3	3	21	D	0.00	93	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
1	8/31/21	9/30/21	STREAMING		Spots	93	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 5:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (93 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WBTI-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	8/31/21	9/30/21		5:00 AM	12:00 AM	60	6	6	6	6	6	6	6	42	D	0.00	186	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
2	8/31/21	9/30/21	STREAMING		Spots	186	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 5:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (186 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHL5-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/31/21	9/30/21		5:00 AM	12:00 AM	60	6	6	6	6	6	6	6	42	D	0.00	186	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
3	8/31/21	9/30/21	STREAMING	Spots	186	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (186 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/31/21	9/30/21		5:00 AM	12:00 AM	60	6	6	6	6	6	6	6	42	D	0.00	186	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
4	8/31/21	9/30/21	STREAMING	Spots	186	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (186 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/31/21	9/30/21		5:00 AM	12:00 AM	60	6	6	6	6	6	6	6	42	D	0.00	186	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
5	8/31/21	9/30/21	STREAMING	Spots	186	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (186 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Aug 21	Sep 21	Oct 21
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

5/21/21 - 5/20/22



Station Career Openings

Kim Hyde <khyde@radiofirst.net>

Career Page

Angelica Finnesy <afinnesy@radiofirst.net>

Wed, Mar 16, 2022 at 3:39 PM

To: Kim Hyde <khyde@radiofirst.net>, Matt Markham <mmarkham@radiofirst.net>, Brad Biewer <bbiewer@radiofirst.net>, Conrad Reed <creed@radiofirst.net>, Alisa Milano <AMilano@radiofirst.net>, Paul Miller <pmiller@radiofirst.net>, Caleb Gordon <cgordon@radiofirst.net>, Scott Shigley <sshigley@radiofirst.net>

There is now a career page under the about us tab on each station website. Please feel free to add open positions to it! Or let me know and I will.

--
Angelica Finnesy
Director of Digital Sales
Office: (810) 966-0138
Cell: (989) 854-0605



This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity.

Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

ATTACHMENT B

Public File Reporting Period May 21, 2022 – May 20, 2023



WBTI-FM • WHLS-AM • WHLX-AM • WPHM-AM • WSAQ-FM

WBTI, WHLS, WHLX, WPHM, WSAQ

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WBTI-Lexington MI, WHLS-Port Huron MI, WHLX-Marine City MI, WPHM-St. Clair MI, WSAQ-Port Huron MI and is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning May 21, 2022 to and including May 20, 2023 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.

For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notifications pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.

The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source was Utilized” refer to the number of the full-time job positions listed in Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

APPENDIX 1

Covering the Period from May 21, 2022 to May 20, 2023

WBTI, WHLS, WHLX, WPHM, WSAQ

Annual EEO Public File Report

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total # of Interviewees from all Sources for this position
1.	Account Executive/Sales (1)	RadioFirst recruitment ad	3
2.	On-air Announcer (1)	RadioFirst recruitment ad	1
3.	On-air Announcer (1)	Internal/ Ind. Referral	1
4.			
5.			
6.			
7.			
8.			
9.			

Total Number of Persons Interviewed During Applicable Period: 5

APPENDIX 2

Covering the Period from May 21, 2022 to May 20, 2023

WBTI, WHLS, WHLX, WPHM, WSAQ Annual EEO Public File Report

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone#, Contact Person)	Total # of Interviewees this Source provided during period, if any.	Full-time Positions for which this Source was utilized.
1.	MAB/NAB Job Bank www.michmab.com		
2.	St. Clair Co. Community College 323 Erie Street Port Huron, MI 48060	1	0
3.	SPECS Howard 19900 W 9 Mile Rd Southfield, MI 48075 248-358-9000		
4.	RadioFirst-Internal Posting Kim Hyde 808 Huron Port Huron, MI 48060 810-982-9000		
5.	RadioFirst-Station Ads 808 Huron Port Huron, MI 48060 810-982-9000	3	2
6.	Individual Referrals (word of mouth)	1	1
7.	MI Talent Connect- from available candidates		
8.	Web "Indeed" posting		
9.	RadioFirst Broadcast Recruitment Ad		
10.	RadioFirst Web/FB posting		
11.	RadioFirst Intern Program		
12.	Unsolicited		

*Indicates sources that have requested notification of job openings.

APPENDIX 3

Covering the Period from May 21, 2022 to May 20, 2023

WBTI, WHLS, WHLX, WPHM, WSAQ

Annual EEO Public File Report

Section 1: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station(s):

May 2022 - May 2023 Radio ads, Facebook promo ads

May 2022 - Ongoing – WDBM Impact 89FM Board Representative – Student/MSU Faculty/Commercial and Non Commercial Board - Caleb Gordon

December 7th, 2022- MAB Career Fair –Caleb Gordon, Conrad Reed

February 2023 – MAB Student Broadcast Awards- Judge- Conrad Reed

May 2022 – August 2023 – Intern Program

April 18th, 2023 – SC4 Career Fair – Alisa Milano, Caleb Gordon

HIRING

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

3. Total number of applicants for this job: 7

III: HIREE

Person ultimately hired for this position:

Name: ~~Samuel~~

Recruitment Source: Radio Ad

Approval:

General Manager:  Date: 6/17/22

Account Executive Interviews

2022

Hired

Chris Mastrom	1/27/2022	1/28/2022	Radio ad	
Ryan Rowley	1/24/2022		Radio ad	
Egin Busch	1/24/2022		Radio ad	
Rudy Nowakowski	1/31/2022		Radio ad	
Richard Sinter	2/21/2022		Radio ad	
Kathryn Lozewski	4/28/2022		SC4 Career Fair	
Ryan Haley	4/28/2022	5/12/2022	SC4 Career Fair	
Eric Dombrowski	4/28/2022		SC4 Career Fair	
Sally Mankar	4/28/2022		SC4 Career Fair	
Mary Swedda	29-Apr	13-May	Radio ad	X Internship
Camille Swank	10-Jun	6/14/2022	Radio ad	X
Adam Hutchinson	7/5/2022		Radio ad	
Tanya Ellis	8/30/2022		Radio ad	
Angela Pitts	8/29/2022		Radio ad	
Timothy Gupta	9/2/2022		Radio ad	
Jane Johnson	9/6/2022		Radio ad	
Jackie Swanson	9/9/2022		Radio ad	

2022-23

5/21 - 5/20
2022 - 2023

2022 Summer Paid Intern

Position:

Interviewees:

Name:

~~Max Smith~~

Date:

Hired as intern for Summer

5/16 - 8/10/22

Source:

Radio Ad

Hired (X)

Total # of applicants for this job:
(interviewed + not interviewed)

17011 - 11023

Create Order
 Open Orders
 Import Orders
 History
 Rename Order
 Delete Order
 Print
 Refresh
 Filter
 Clear
 Refresh
 Credit

Start date: 5/1/2022 End date: 5/20/2023
 Filter by: Advertiser Station(s) Sales Order Name
 Dates of Orders Loaded Between 04/29/22 and 11/07/23
 Run Filter(s) Clear Filter(s)

Contract Number	Advertiser	Station(s)	Salesperson	Advertiser	Start Date	End Date	Net Value	Date & Time Modified	Sales Order Name	NKT Orders
<input checked="" type="checkbox"/> 33240	WBTL-FM, WHLS-AM, WHLX-AM, WPHL-AM, WSAQ-FM	Also Hano	house	HOUSE PRO/HOS	04/29/22	05/20/22	\$0	04/27/22 @ 8:55 am	Recruitment Sales 2022 02 - Sales	
<input checked="" type="checkbox"/> 33275	WBTL-FM, WHLS-AM, WHLX-AM, WPHL-AM, WSAQ-FM	Also Hano	recruitment	HOUSE PRO/HOS	05/23/22	05/26/22	\$0	05/18/22 @ 1:05 pm	Recruitment Talent Aug Sept 2022-01	
<input checked="" type="checkbox"/> 300354	WBTL-FM, WHLS-AM, WHLX-AM, WPHL-AM, WSAQ-FM	Also Hano		HOUSE PRO/HOS	04/07/23	04/29/23	\$0	04/04/23 @ 2:50 pm	Recruitment Talent April 2023	Talent

Radio Broadcast (Local Accts) and Web recruitment advertisements

May 2022 - May 2023

Advertiser	Transaction Date	Revenue Type	Station	Contract No	Transaction No	Net Amount	Sales Order Name
HOUSE PROMOS	5/29/2022	Web	WPHM-AM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Local Accts	WSAQ-FM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Web	WSAQ-FM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WBTI-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WBTI-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WPHM-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WPHM-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WSAQ-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WSAQ-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2

HOUSE PROMOS	8/28/2022	Local Accts	WBTI-FM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Web	WBTI-FM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Local Accts	WHLX-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Web	WHLX-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Local Accts	WHLX-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Web	WHLX-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Local Accts	WPHM-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Web	WPHM-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Local Accts	WSAQ-FM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Web	WSAQ-FM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Local Accts	WBTI-FM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Web	WBTI-FM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Local Accts	WHLX-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Web	WHLX-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Local Accts	WHLX-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Web	WHLX-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Local Accts	WPHM-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Web	WPHM-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Local Accts	WSAQ-FM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Web	WSAQ-FM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Local Accts	WBTI-FM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Web	WBTI-FM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM, WPHM-AM, WSAQ-FM Buyer: _____
 Contract Name: Recruitment Sales 2022 Q2 Tax Schedule: _____ (None)
 Contract#: _____ 33240 Billing Cycle: Standard
 Start Date: 4/29/22 End Date: 6/20/22 Salesperson: 1756amil Comm %: 0
 Revenue Type: Local Accts Type: Cash Makegood Policy: Within Contract Dates
 Advertiser: HOUSE PROMOS
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Competitive Code: EDUCATION/TRAINING/JOBS

WBTI-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION										RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk	D/W	SPOTS		\$\$			
1	4/29/22	6/20/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
RECRUITMENT																		Approved-			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
1	4/29/22	6/20/22	STREAMING		Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 12:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION										RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk	D/W	SPOTS		\$\$			
1	4/29/22	6/20/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
RECRUITMENT																		Approved-			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
2	4/29/22	6/20/22	STREAMING		Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 12:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		wks	START		END	M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS
1	4/29/22	6/20/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
3	4/29/22	6/20/22	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		wks	START		END	M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS
1	4/29/22	6/20/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
4	4/29/22	6/20/22	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		wks	START		END	M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS
1	4/29/22	6/20/22		12:00 AM	12:00 AM	60	10	10	10	10	10	10	10	70	D	0.00	530	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
5	4/29/22	6/20/22	STREAMING	Spots	310	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 12:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (530 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Apr 22	May 22	Jun 22
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

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

3. Total number of applicants for this job: 18

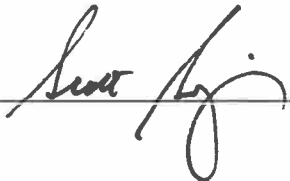
III: HIREE

Person ultimately hired for this position:

Name: ~~XXXXXXXXXX~~

Recruitment Source: On air ad

Approval:

General Manager:  Date: 12/29/22



WBTI-FM • WHLS-AM • WHLX-AM • WPHM-AM • WSAQ-FM

JOB VACANCY NOTIFICATION

Position: Board Op – Full time position
Various

Duties: Board op for sports shows, government meetings and other events. Some news reporting/writing as necessary.

Requirements: Will train as needed

Targeted Date of Hire: Immediate

Contact Matt or Brad if interested.

Liggett Communications, LLC is an EEO employer.

3/20/23



Kim Hyde <khyde@radiofirst.net>

Fwd: Job Posting

Caleb Gordon <cgordon@radiofirst.net>

Thu, Nov 9, 2023 at 10:54 AM

To: Kim Hyde <khyde@radiofirst.net>, Matt Markham <mmarkham@radiofirst.net>, Jessica Carpo <jcarpo@radiofirst.net>

Caleb Gordon

Chief Engineer / Program Director
Liggett Communications, LLC
808 Huron Avenue
Port Huron, MI 48060
Direct: 810-966-0148
Fax: 810-987-9380
cgordon@radiofirst.net

5/21/22 - 5/20/23

----- Forwarded message -----

From: **Dan Kelley** <dkelley@michmab.com>
Date: Thu, Aug 25, 2022 at 2:08 PM
Subject: Re: Job Posting
To: Caleb Gordon <cgordon@radiofirst.net>

Will get posted!

On Thu, Aug 25, 2022 at 2:07 PM Caleb Gordon <cgordon@radiofirst.net> wrote:

On-Air Personality/Bord Operator
Liggett Communications
Port Huron, Michigan
Part-Time position with duties:
On-air talent on either pop, country or alternative rock station
Voicing commercial copy
Board op sports games + live remote broadcasts
Contact: hr@radiofirst.net

Caleb Gordon

Chief Engineer
Program Director
Office: 810-966-0148
Fax: 810-488-823
808 Huron Avenue
Port Huron, MI 48060
cgordon@radiofirst.net



Radio Broadcast (Local Accts) and Web recruitment advertisements

May 2022 - May 2023

Advertiser	Transaction Date	Revenue Type	Station	Contract No	Transaction No	Net Amount	Sales Order Name
HOUSE PROMOS	5/29/2022	Web	WPHM-AM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Local Accts	WSAQ-FM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	5/29/2022	Web	WSAQ-FM	33240	MCC-1220579027	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WBTI-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WBTI-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WHLX-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WPHM-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WPHM-AM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Local Accts	WSAQ-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	6/26/2022	Web	WSAQ-FM	33240	MCC-1220679414	\$0.00	Recruitment Sales 2022 Q2
HOUSE PROMOS	8/28/2022	Local Accts	WBTI-FM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Web	WBTI-FM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Local Accts	WHLX-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Web	WHLX-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Local Accts	WHLX-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Web	WHLX-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Local Accts	WPHM-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Web	WPHM-AM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Local Accts	WSAQ-FM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	8/28/2022	Web	WSAQ-FM	33375	MCC-1220880491	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Local Accts	WBTI-FM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Web	WBTI-FM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Local Accts	WHLX-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Web	WHLX-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Local Accts	WHLX-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Web	WHLX-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Local Accts	WPHM-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Web	WPHM-AM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Local Accts	WSAQ-FM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/25/2022	Web	WSAQ-FM	33375	MCC-1220980913	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Local Accts	WBTI-FM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Web	WBTI-FM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01

HOUSE PROMOS	10/2/2022	Local Accts	WHL5-AM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Web	WHL5-AM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Local Accts	WHLX-AM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Web	WHLX-AM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Local Accts	WPHM-AM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Web	WPHM-AM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Local Accts	WSAQ-FM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	10/2/2022	Web	WSAQ-FM	33375	MCC-1221081012	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	9/4/2022	Local Accts	WBTI-FM	33377	CC-1220980602	\$0.00	Recruitment Talent Aug Sept 2022-01
HOUSE PROMOS	4/30/2023	Local Accts	WBTI-FM	300354	MCC-1230484023	\$0.00	Recruitment Talent April 2023
HOUSE PROMOS	4/30/2023	Web	WBTI-FM	300354	MCC-1230484023	\$0.00	Recruitment Talent April 2023
HOUSE PROMOS	4/30/2023	Local Accts	WHL5-AM	300354	MCC-1230484023	\$0.00	Recruitment Talent April 2023
HOUSE PROMOS	4/30/2023	Web	WHL5-AM	300354	MCC-1230484023	\$0.00	Recruitment Talent April 2023
HOUSE PROMOS	4/30/2023	Local Accts	WHLX-AM	300354	MCC-1230484023	\$0.00	Recruitment Talent April 2023
HOUSE PROMOS	4/30/2023	Web	WHLX-AM	300354	MCC-1230484023	\$0.00	Recruitment Talent April 2023
HOUSE PROMOS	4/30/2023	Local Accts	WSAQ-FM	300354	MCC-1230484023	\$0.00	Recruitment Talent April 2023
HOUSE PROMOS	4/30/2023	Web	WSAQ-FM	300354	MCC-1230484023	\$0.00	Recruitment Talent April 2023

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM, WPHM-AM, WSAQ-FM Buyer: _____
 Contract Name: Recruitment Talent Aug Sept 2022-01 Tax Schedule: _____ (None)
 Contract#: _____ **33375** Billing Cycle: Standard
 Start Date: 8/22/22 End Date: 9/30/22 Salesperson: 1756amil Comm %: 0
 Revenue Type: Local Accts Type: Cash Makegood Policy: Within Contract Dates
 Advertiser: HOUSE PROMOS
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Comp. Code: EDUCATION/TRAINING/JOBS
 Sec. Comp.: EDUCATION

WBTI-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/22/22	9/30/22		5:00 AM	12:00 AM	30	5	5	5	5	5	5	5	35	D	0.00	200	0.00	5
RECRUITMENT Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
1	8/22/22	9/30/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (200 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/22/22	9/30/22		5:00 AM	12:00 AM	30	5	5	5	5	5	5	5	35	D	0.00	200	0.00	5
RECRUITMENT Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
	START	END						
2	8/22/22	9/30/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (200 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	8/22/22	9/30/22		5:00 AM	12:00 AM	30	5	5	5	5	5	5	5	35	D	0.00	200	0.00	5
RECRUITMENT Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
3	8/22/22	9/30/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (200 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	8/22/22	9/30/22		5:00 AM	12:00 AM	30	5	5	5	5	5	5	5	35	D	0.00	200	0.00	5
RECRUITMENT Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
4	8/22/22	9/30/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (200 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	8/22/22	9/30/22		5:00 AM	12:00 AM	30	5	5	5	5	5	5	5	35	D	0.00	200	0.00	5
RECRUITMENT Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
5	8/22/22	9/30/22	STREAMING	Spots	200	Per Item	\$0.00	\$0.00
Revenue Type: Web Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (200 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Aug 22	Sep 22	Oct 22
CA	0.00	0.00	0.00
ST	0.00	0.00	0.00

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM, Buyer: _____
WSAQ-FM Tax Schedule: _____ (None)
 Contract Name: Recruitment Talent April 2023 Agency Commission %: 0
 Contract#: _____ 300354 Billing Cycle: Standard
 Start Date: 4/07/23 End Date: 4/30/23 Salesperson: 1756amil Comm %: 0
 Revenue Type: Local Accts Type: Cash Makegood Policy: Within Contract Dates
 Advertiser: HOUSE PROMOS
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Competitive Code: EDUCATION/TRAINING/JOBS

WBTI-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	4/07/23	4/30/23		5:00 AM	12:00 AM	30	6	6	6	6	6	6	6	6	42	D	0.00	144	0.00	5
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
1	4/07/23	4/30/23	STREAMING		Spots	144	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 5:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (144 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	4/07/23	4/30/23		5:00 AM	12:00 AM	30	6	6	6	6	6	6	6	6	42	D	0.00	144	0.00	5
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
2	4/07/23	4/30/23	STREAMING		Spots	144	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 5:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (144 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	4/07/23	4/30/23		5:00 AM	12:00 AM	30	6	6	6	6	6	6	6	6	42	D	0.00	144	0.00	5
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
3	4/07/23	4/30/23	STREAMING	Spots	144	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (144 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	4/07/23	4/30/23		5:00 AM	12:00 AM	30	6	6	6	6	6	6	6	42	D	0.00	144	0.00	5	
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL
4	4/07/23	4/30/23	STREAMING	Spots	144	Per Item	\$0.00	\$0.00
Revenue Type: Web								
Daypart: M-S 5:00 AM-12:00 AM								

TOTAL SPOT \$0.00 (144 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

Apr 23

CA 0.00
ST 0.00

Print Spot Prices

TOTAL SPOTS 576
 SPOT TOTAL \$ 0.00
 ALTERNATIVE REVENUE TOTAL \$ 0.00
 GROSS TOTAL \$ 0.00
 ADJUSTED SPOTS 576
 ADJUSTED TOTAL \$ 0.00

APPROVE DECLINE
 NXT
 Sales Manager
 Traffic Manager
 Local Sales Manager

Resume and U.S.

Inbox Job Hi, my name is [redacted] I recently retired in July looking for something part-time. Would Love to try a radio station. Seems like it would be very [redacted] Apr 22

Inbox Application for on air personality

PDF Attachment: [redacted].pdf Ad [redacted]

Apr 15

Inbox Fwd: Radio Job Hello, I heard there was a spot open at [redacted] country and I still am very interested in this position. I am very passionate about the b [redacted] [redacted] [redacted]

Radio Resume....

Inbox Job application - Accounts receivable clerk - [redacted] To whom it may concern, I am extremely excited for the opportunity to join the Radiofirst team. [redacted] Apr 17

PDF Copy of cover [redacted].pdf Resume.pdf

Inbox [redacted] re: Part-Time On-Air

Apr 13

Attachment: [redacted].pdf [redacted] Resu [redacted] Cover [redacted]

Inbox Job Application/ Resume - Sent from Yahoo Mail for iPhone

Apr 12

PDF My resume.pdf

Inbox job opening

Apr 10

Inbox Job opening - Sent from my iPhone

Apr 9

Attachment: [redacted].pdf

Inbox (no subject) Good morning! [redacted] Thank you for your resume + voicemail. Unfortunately at this time we are not hiring, however this may change in the [redacted] Feb 4

10/27/20

RESUME FOR PART TIME ON AIR 10 AM tomorrow is perfect. Yes that's correct. Talk then! On Tue, May 16, 2023 at 10:45 AM P-R RadioFirst...

CV: On-Air Talent Hello, My name is [redacted] and I am very interested in a full-time opportunity. I have a Bachelor of Arts degree in Electronic Media from [redacted] May 19

2013-09-20 13:11 [redacted] -W [redacted] May 16

Job Application Hi there! My name is [redacted] and I am interested in your full-time positions as an air talent in one of your Point Huron radio stations. May 16

[redacted] Main Resume B... May 16

[redacted] - Part-time On Air Personality Hi there, I saw the job posting for the part-time on-air personality position and would love to be a part of this. May 16

On Air Careers Good evening, Attached is my resume for potential career opportunities at Radio First. Any questions, please feel free to reach out to my email. [redacted] Apr 20

Accounts Receivable Clerk Position Hello I am writing to express my interest in the Accounts Receivable Clerk position. Attached is my resume for your consideration. Apr 20

Part Time On-Air Personality Hello I am contacting you in regards to the opening of one on-air personality position. I have done 1 year of school in [redacted] Apr 20

Thank you for talking with me at the SC4 Career Fair. Good afternoon. This is [redacted] I met and spoke briefly with someone from your team at [redacted] Apr 20

Resume and Co... Apr 20

Job Hi, my name is [redacted]. I recently retired in July looking for something part-time. Would Love to try a radio station. Seems like it would be very ex... Apr 20

Hired PT / Temp

10/20/23

2023

Inbox Accounts receivable Good afternoon midp, seem to my surprise after searching your site to see if you hiring I came across your open position for account...

Inbox Internship opportunities? Hello, my name is [redacted] I am currently a third-year Journalism and Broadcasting student at Wayne State University. I...

Inbox Looking for a summer internship: Hello, my name is [redacted] I am currently a third-year Journalism and Broadcasting student at Wayne State Unive...

Inbox Application

Resume.docx

Inbox Resume

Resume

Inbox Resume Hello, I'm submitting my resume for the part-time on-air personality posting for WSAQ 107.1 in Port Huron. I don't have experience in broadcasting...

Resume Revise...

Inbox On Air Team Hello, my name is [redacted] and I am extremely interested in being part of your team. I have a long background in sales that I have done well...

Resume

Inbox part-time on-air position To Whom It May Concern, Attached is my resume for the Part-Time On-Air Personality. I already have a full-time job with Fort Cris...

part-time on-air position

Inbox Job Opportunities Hello, My name is [redacted] but you can call me [redacted]. I've always had a strong interest in broadcasting and radio. When...

Resume Doc 2...

2023 ↑



2023

Inbox Seeking employment: Good morning, my name is [REDACTED] and I'm seeking employment. I have 2 years of broadcast classes. I'm well versed in most up...

[REDACTED]

[REDACTED]

Inbox Part-time On Air Personality Position Attached is my resume in regards to the Part-time On Air Personality position listed on the [WISN Website](#). I have gain...

[REDACTED]

[REDACTED]

Inbox On Air Personality Position Good evening, my name is [REDACTED]. My preferred name is [REDACTED]. I am writing to you in regards to the open On Air Persona...

[REDACTED]

[REDACTED]

Inbox Resume My number is not updated my new number is 8003140698

[REDACTED]

[REDACTED]

Inbox On-Air Personality/Board Operator - WPHM/WBT/WISN/WHLX/WHLS Good Morning, I am forwarding you a Bid of myself as I am applying for the On Air...

[REDACTED]

[REDACTED]

Inbox Resume attached regarding open position Good Day HR I am interested in learning more about the part-time on air talent position. Attached you will find...

[REDACTED]

[REDACTED]

Inbox On-Air Personality/Board Operator - WPHM/WBT/WISN/WHLX/WHLS Greetings I am [REDACTED], On Air Radio and TV talent of 18 years with current ind...

[REDACTED]

[REDACTED]

Copy

- Accounts Receivable Clerk** - To Human Resources Attached is my resume for the accounts receivable clerk position. I believe I have all the qualifications for...

10/18/22
- BEV_2.doc**
- Dear Hiring manager** - Hope you are having a great day. I am contacting you because I came across your job posting about yo...

10/18/22
- MCRIump3** **Sports Update**
- Voice Tracking Opps** - Hello I noticed you may have some positions open for on air in a broadcaster and audio producer in Detroit and work...

10/18/22
- Resume** - Good evening, Here is a copy of my resume I heard on a radioed the station was hiring. Please feel free to contact me at this email or...

10/18/22
- (no subject)** - Hello My names [redacted] for the candidate that's associated with [redacted] I'm interested in talking with Matt about a...

10/18/22
- Applicant for Radio First** - Dear Sir/Madam, Good day. I'm [redacted] an interested applicant I heard your job opening on the radio and I thought to give it...

9/26/22
- RESUME** - YZA...
- Updated Resume for Part-time On Air Personality** - Hello My name is [redacted] and I am sending an updated resume inquiring about the part-time...

9/26/22
- Updated Resume**
- On air personality** - Hello, My name is [redacted] I have experience as an on air personality at SO4. My resume will show how I am an asset to every co...

9/26/22
- SECRET**

Handwritten: HIVE

Handwritten: Netco

Inbox Resume [redacted] 12/20/22

Inbox On-air position https://www.google.com/document/d/1F... Thank you for your time. 12/16/22

Inbox Appreciate Hello! I was told to email my resume here in case you are hiring! I will have that linked below. I hope to hear back from you! 12/10/22

Inbox On Air Personality Hi, My name is [redacted], and I attended the Career Fair at Ford Field earlier today, and I was interested in your on-air position. 11/28/22

Inbox My Resume.pdf 11/28/22

Inbox Resume [redacted] 11/28/22

Inbox On Air Position I'm throwing my info to you folks, in large part, because I stumbled upon my old local station and was surprised (and happy) at the interest... 11/15/22

Inbox Accounts Receivable Clerk Application My name is [redacted] I'm interested in this position. Attached is my resume, thank you in advance. 11/6/22

image_6487327... image_6487327... 11/6/22

Inbox Accounts Receivable Clerk I have always wanted to be a behind the scenes person at a radio station. I would love to be a part of the team. 11/6/22

IMG_5152.jpg 11/6/22

Inbox resume and Cover Letter for [redacted] Please accept my resume and cover letter for the Accounts Receivable Clerk position, or any part time posit... 10/27/22

2022 M

OUTREACH

2022 Summer Paid Intern

Position:

Interviewees:

Name:

~~_____~~

Date:

Source:

Hired (X)

Hired as Intern for Summer

5/16 - 8/10/22

Radio Ad

X

Total # of applicants for this job:
(interviewed + not interviewed)

Sales Order

Stations: WBTI-FM, WHLS-AM, WHLX-AM,
WPHM-AM, WSAQ-FM
 Contract Name: MAB Career Fair 2022
 Contract#: 300189
 Start Date: 11/10/22 End Date: 12/06/22
 Revenue Type: Local Accts Type: Cash
 Advertiser: HOUSE PROMOS
 Address: P.O. BOX 807
 City: PORT HURON State: MI Zip: 48060-0807
 Product Name: _____
 Competitive Code: EDUCATION

Buyer: _____
 Tax Schedule: _____ (None)
 Agency Commission %: 0
 Billing Cycle: Standard
 Salesperson: 1756amil Comm %: 0
 Makegood Policy: Within Contract Dates

WBTI-FM

No	DATES		Alt	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY			
	START	END		wks	START		END	M	T	W	T	F	SA		SU	Per Wk		D/W	SPOTS	\$\$
1	11/10/22	12/06/22		5:00 AM	12:00 AM	30	2	2	2	2	2	2	2	2	14	D	0.00	54	0.00	5
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
1	11/10/22	12/06/22	STREAMING		Spots	54	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 5:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (54 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLS-AM

No	DATES		Alt	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY			
	START	END		wks	START		END	M	T	W	T	F	SA		SU	Per Wk		D/W	SPOTS	\$\$
1	11/10/22	12/06/22		5:00 AM	12:00 AM	30	2	2	2	2	2	2	2	2	14	D	0.00	54	0.00	5
Approved-																				

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
2	11/10/22	12/06/22	STREAMING		Spots	54	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 5:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (54 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WHLX-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	11/10/22	12/06/22		5:00 AM	12:00 AM	30	2	2	2	2	2	2	2	14	D	0.00	54	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
3	11/10/22	12/06/22	STREAMING		Spots	54	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 5:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (54 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WPHM-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	11/10/22	12/06/22		5:00 AM	12:00 AM	30	2	2	2	2	2	2	2	14	D	0.00	54	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
4	11/10/22	12/06/22	STREAMING		Spots	54	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 5:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (54 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

WSAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION							RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU		Per Wk	D/W		SPOTS	\$\$
1	11/10/22	12/06/22		5:00 AM	12:00 AM	30	2	2	2	2	2	2	2	14	D	0.00	54	0.00	5
Approved-																			

No	DATES		INVENTORY TYPE	ORDER BY	QTY	PRICING STRUCTURE	RATE	TOTAL	
	START	END							
5	11/10/22	12/06/22	STREAMING		Spots	54	Per Item	\$0.00	\$0.00
Revenue Type: Web									
Daypart: M-S 5:00 AM-12:00 AM									

TOTAL SPOT \$0.00 (54 SPOTS), ALTERNATIVE REVENUE \$0.00, GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Nov 22	Dec 22
CA	0.00	0.00
ST	0.00	0.00

data

107 Q Country 107

More options icon and close icon

Radio First and broadcasters from throughout the state will be participating in a career fair... See more



Back arrow icon

Like Comment Share

Marysville Michigan

More options icon and close icon

Susan Derardt

Anyone in the area that does cutter

Dec. 7, 2022
Media career fair
Web announcement
- all websites
Nov 8 - Dec 6

Dec. 7, 2022 Career Fair

Re: MAB - Media Academy Career Fair PSA Script & Promo Materials, Radio First

4 messages

Caleb Gordon <cgordon@radiofirst.net>

Fri, Nov 4, 2022 at 11:35 AM

To: Alisa Milano <swashkevich@radiofirst.net>

Cc: Matt Markham <mmarkham@radiofirst.net>, Kim Hyde <khyde@radiofirst.net>

Hey Alisa,

Could we schedule a house promo across all stations, maybe to run a couple times per day now through December 6th to promote a career fair Matt and I are attending? That will count as EEO credit. I'll record the copy and upload it once I have a cart number.

Thanks,

Caleb Gordon

Chief Engineer

Program Director

Office: 810-966-0148

Fax: 810-488-823

808 Huron Avenue

Port Huron, MI 48060

cgordon@radiofirst.net



On Fri, Nov 4, 2022 at 10:44 AM Rachel Krause <krause@michmab.com> wrote:

Hi Caleb and Matt,

Thanks for registering Radio First/Liggett for a career fair table at the upcoming Great Lakes Broadcast & Sports Media Academy on December 7th at Ford Field.

The career fair is scheduled from 1:45 - 3:45 pm. We ask that you **have your table set by 12:30 pm.**

A sample PSA script, logos, and a social media graphic that you can update as desired are attached. Please save all affidavits of PSA's aired. I will send you a letter acknowledging your participation for your EEO file after the event.

Parking is included and I will send you a code for the garage along with directions prior to the event.

I have you both signed up to participate in Speed Networking at 10:45 am, thanks for volunteering to join this session. I'll be sending more details on what to expect prior to December 7th.

Please send me Matt's headshot and high resolution station logos for the program guide career fair listing.

Thanks again!

Rachel Krause
Executive Director of Programs
Michigan Association of Broadcasters
MichiganMedia.com
517-484-7444 - office
517-484-7447 - direct
630-336-9190 - cell

Alisa Milano <AMilano@radiofirst.net>
To: Caleb Gordon <cgordon@radiofirst.net>
Cc: Alisa Milano <swashkevich@radiofirst.net>, Matt Markham <mmarkham@radiofirst.net>, Kim Hyde <khyde@radiofirst.net>

Tue, Nov 8, 2022 at 11:14 AM

Order is in to start on Thursday.

[Quoted text hidden]

--

Alisa Milano-Glombowski
Director of Sales
Office: 810-966-0144
Cell: 810-650-9849

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, national origin, or ancestry.

Caleb Gordon <cgordon@radiofirst.net>
To: Alisa Milano <AMilano@radiofirst.net>
Cc: Alisa Milano <swashkevich@radiofirst.net>, Matt Markham <mmarkham@radiofirst.net>, Kim Hyde <khyde@radiofirst.net>

Tue, Nov 8, 2022 at 11:30 AM

Thanks!
Caleb Gordon
Chief Engineer
Program Director
Office: 810-966-0148
Fax: 810-987-9380
808 Huron Avenue
Port Huron, MI 48060
cgordon@radiofirst.net



[Quoted text hidden]

Caleb Gordon <cgordon@radiofirst.net>

Wed, Nov 9, 2022 at 11:06 AM

To: Alisa Milano <AMilano@radiofirst.net>

Cc: Alisa Milano <swashkevich@radiofirst.net>, Brad Biewer <bbiewer@radiofirst.net>, Kim Hyde <khyde@radiofirst.net>, Matt Markham <mmarkham@radiofirst.net>

Brad I have this produced already. I'll just need a cart number.

On Tue, Nov 8, 2022 at 11:14 AM Alisa Milano <AMilano@radiofirst.net> wrote:

[Quoted text hidden]

--

Caleb Gordon

Chief Engineer

Program Director

Office: 810-966-0148

Fax: 810-987-9380

[Quoted text hidden]

MICHIGAN ASSOCIATION OF BROADCASTERS FOUNDATION

2022-2023

CHAIR

Seth Resler
Jacobs Media Strategies

VICE CHAIR

Caleb Gordon
Liggett Communications
(Port Huron)

SECRETARY/TREASURER

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WXMI-TV Fox 17,
E.W. Scripps
(Grand Rapids)

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Annie Scaramuzzino
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Jason Springer
Rockford High School
(Rockford)

Danielle Tier
Bloomfield Hills High
School (Bloomfield Hills)

Karla Vanderhorst
WXMI-TV Fox 17,
E.W. Scripps
(Grand Rapids)

August Wallace
Cumulus Media (Flint)

MAB LIAISON

Mike Murri
WXYZ/WMYD-TV (Detroit)

February 2, 2023

Liggett Communications, LLC
808 Huron Ave.
Port Huron, MI 48060

Dear Kimberly Hyde,

A representative from Liggett Communications, LLC recently participated as a judge in the 2023 Michigan Student Broadcast Awards. We had 540 entries from high school and college broadcasting students statewide. The station representative provided valuable feedback to these students and their assistance in helping to coach and mentor them in their journey to become a professional broadcaster in Michigan is appreciated.

Our records show that the following people assisted in the 2023 Michigan Student Broadcast Awards:

Conrad Reed

Representing the following call letters:

WPHM-AM, WBTI-FM, WSAQ-FM, WHLS-AM, WHLX-AM

The information about the 2023 Michigan Student Broadcast Awards was widely disseminated and marketed to high school and college students, who represent future job seekers, in Michigan.

For Stations – As you know, participation in education opportunities may or may not count as an 'other' item with regards to obtaining EEO credits. Any questions should be directed to your legal counsel, or, if you are a current MAB member, you can contact MAB's legal counsel, David Oxenford.

The MAB Foundation asks that you place this letter and any other potential materials your station used, with your EEO records.

Sincerely,



Rachel Krause
Executive Director of Programs
MAB/MAB Foundation

Fwd: MAB-EEO Acknowledgement

Caleb Gordon <cgordon@radiofirst.net>
To: Kim Hyde <khyde@radiofirst.net>

Fri, Feb 4, 2022 at 3:56 PM

----- Forwarded message -----

From: **Rachel Krause** <krause@michmab.com>
Date: Fri, Feb 4, 2022 at 3:20 PM
Subject: MAB-EEO Acknowledgement
To: Caleb Gordon <cgordon@radiofirst.net>

Hi Caleb,

Thank you for volunteering time to serve as a judge for the MAB Foundation Michigan Student Broadcast Awards. Her participation may or may not count towards obtaining EEO credit.

A letter acknowledging this participation is attached. Please place this letter with your EEO records.

Thanks and have a great weekend,
Rachel

Rachel Krause

Executive Director of Programs
Michigan Association of Broadcasters
www.michmab.com
517-484-7444 - office
517-484-7447 - direct
630-336-9190 - cell

--

Caleb Gordon

WPHM News & Program Director
808 Huron Avenue
Port Huron, MI 48060
Office: 810-966-0148
Cell: 810-434-3131
Fax: 810-488-8234
www.wphm.net



 WPHM.pdf
1309K

St. Clair County Community College is hosting the annual Career Fair on Tuesday, April 18, 2023, in the SC4 Fieldhouse. This event is an excellent opportunity for companies to meet with potential employees and showcase careers. Space is limited, so register early.

Meet with qualified SC4 graduates, students and community members, as well as local high school seniors.

Registration

Participating companies

Register and pay online by Tuesday, April 11, to **reserve your spot**.

Company Registration

The cost for employers is \$175 for a table for two representatives.

- 11 a.m. to noon. – Set-up
- Noon to 4 p.m. – Career Fair hours

For questions, contact Nathaniel Shrapnell at nmshrapnell@sc4.edu or (810) 989-5736.





Kim Hyde <khyde@radiofirst.net>

Payment receipt from St. Clair County Community College's The Pier.

St. Clair County Community College - The Pier <jasmith@sc4.edu>
To: Kim Hyde <khyde@radiofirst.net>

Tue, Feb 14, 2023 at 10:45 AM

St. Clair County Community College

Hello Kim Hyde,
Thank you for making a payment to St. Clair County Community College via The Pier. Below is the summary of your order.

Order Number: 9709
Order Details: <https://stclair.nbsstore.net/orderdetails/9709>
Date Ordered: Tuesday, February 14, 2023

Billing Address
Kim Hyde
3824 Spartan Dr
Fort Gratiot 48059
Michigan United States

Name	Price	Quantity	Total
2023 SC4 Career Fair Registration Acknowledgement: I have completed the registration form at sc4.edu/careerfair . Company's name (as it appears on registration/promotion): RadioFirst/Liggett Communications Registration Fee: Registration includes table for two (2) representatives and lunch.	\$175.00	1	\$175.00
	Sub-Total:		\$175.00
	Tax:		\$0.00
	Order Total:		\$175.00

Thank you again from St. Clair County Community College.

Aflac Troy Regional Office	https://aflac.com	2	Benefits advisor, Aflac Agent Summer Sales Intern
All-Ways Care Services	https://www.all-ways-care.com	8	Direct Care Worker Job Coach Youth Specialist Childrens Specialist
Aludyne	https://aludyne.com/careers	10	Machine Operator CNC Technician Maintenance Technician Etc.
Attendant Care Autism Services	www.accautism.com	10	Behavior Technician, Board Certified Behavior Analyst (BCBA)
Beaumont Health	https://careers.beaumont.org	100	We are hiring for variety of positions including RNs, LPNs, Nursing Assistants, Nurse Techs and Emergency Techs, Environmental Attendants/ Housekeeping, Dietary, Surgical and CPD Techs, as well as many Imaging and Lab positions.
Biewer Lumber	www.biewerlumber.com	2	Business office, Sales
Blue Water Area Transportation	bwbus.com	8-10 available positions	Business Finance Mgr, Driver, Transportation Dispatch, Registered Dietitian, Personal Care Attendant
Blue Water Community Action	https://www.bwcaa.org	10	Teacher, Teacher Assistant, Bus Aide, Sub Aide
Blue Water Controls	www.bluewatercontrols.com	1	Panel Builder
Carlson-dimond & Wright inc.	https://www.cdwdrives.com	2	Mechanic/Shop-Warehouse Technician - inspecting, repairing and assembly of equipment, and shipping new equipment. Sales Account Manager - meet with prospects and existing customers at their facilities.
City of Flint Police Department	https://cityofflint.com	20	Police Officer Recruit
City of Port Huron	www.porthuron.org	14	Police officer, cadet, Palmer Play Crew, Summer Day Camp Leader, Beach Ranger,

Aflac Troy Regional Office	https://aflac.com	2	Benefits advisor, Aflac Agent Summer Sales Intern Lifeguard, Parking Booth Attendant, Seasonal Laborer, Part Time Rec Clerk, Rec Coordinator, Bridgetender
College Hunks Hauling Junk and Moving	www.collegehunkshaulingjunk.com/macomb-county		Professional Mover/Driver
Company name	Company website	Number of available positions	Positions available
Earl Smith Distributing Company	http://earlsmithdistributing.com/	5	Merchandiser Seasonal Driver Helper
Eckhart, Inc	www.eckhartusa.com	6	Process Associate, Welder, Tool Builder
Elite Robotics	https://www.EliteRobot.net	30	At this time we are still growing every year. We are hiring in all departments at this time. Simulation Engineering, Design Engineering, Robotic Technicians. Heavily focused on Robotic Technicians.
Fifth Third Bank	53.com	6	Part-time Customer Service Representatives, Full-time Personal Banker Associate I
Florence Cement Company	https://www.florencecement.com/	10	Project manager, Project Estimator, Laborers, Heavy equipment operators, Cement finishers
Girl Scouts of Southeastern Michigan	gssem.org	10	Kitchen Staff, Camp Counselor, Unit Leader, Lead Lifeguard, Health Supervisor, Camp Program Educator
Henry Ford Health System/Henry Ford Macomb Hospital	https://www.henryfordcareers.com	50	Graduate & Registered Nurses, LPN's, Nurse Assistants. Medical Assistant, Food & Nutrition, Surgical Techs, Sterile Processing Techs, Environmental Services, Patient Safety Assistants, ER Techs

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INNOVATIVE HOUSING DEVELOPMENT CORPORATION	https://www.innovativehousing.org	10	Direct Care Workers
Integral Blue	https://integral-blue.com/	4	Field Technicians (2 - 1 in Grand Rapids Area, 1 in SE Mich Area) ITS Project Manager ITS Engineer (Professional Engineer)
IRS - Criminal Investigation	https://www.jobs.irs.gov/resources/job-descriptions/irs-criminal-investigation-special-agent	2	Special Agents and Investigative Analyst
Lake Huron Medical Center	https://mylakehuron.com	10	RN, LPN, CRNA, Medical Assistant, Nurse Assistant (non-cert), Cath Lab/IR Technologist (cert), CLS, Phlebotomist, Food Service, Housekeeping, Occupational Therapist, Pharmacy Tech (cert), Physical Therapist, Public Safety Officer, Ultrasound Tech
Landmark Academy	https://landmarkacademy.net/	12	Behavior Support Bus Monitor Bus/Lunch Monitor Instructional Support Substitute Teachers Learning Math Specialist Special Education Director 6th Grade Teachers Elementary Physical Education Teacher High School Science Teacher High School Social Studies Teacher Special Education Teacher
Magna Electric Vehicle Structures-Michigan	https://magna.com	25	Engineering Materials Maintenance Tool Crib IT Production
Marwood Nursing & Rehab	www.mclaren.org/marwood	10	Social Worker, Social Services Tech, Licensed Practical Nurse, Registered Nurse, Certified Nurse Aid, Dietary Aide, Receptionist

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McKenzie Health System	https://www.mckenziehealth.org/about-us/careers/	5	RN EMT Paramedic Billing Specialist Billing Assistant
Mercy Plus Autism Services	www.mercypluscare.com	5	Behavior Technicians
Michigan Department of Corrections	https://mdocjobs@michigan.gov	30	Corrections Officer Health Care Food Service
Michigan State Police	https://mspjobs.michigan.gov/##	200	Trooper Motor Carrier Officer Cadet Civilian Positions: Dispatcher, Forensic Scientist, Department Analyst, Department Technician
ML Chartier Excavating	https://mlchartier.com	5	General laborer Supervisor Operator
Mueller Brass	https://muellerbrass.com	8	Industrial Electricians, Maintenance Planner/Scheduler, Millwright Machine Repair, PLC Technician, and Production Operators
Nesco Resource		20+ available positions	Light industrial, Administration assistant, Logistic
NORMA GROUP – Craig Assembly		3	Maintenance Technician, Mold Setter Technician, Maintenance / Tool Room Manager
Port Huron Area School District	www.phasd.us	20	Custodians, Paraeducators, Food Service, Noon Hour Supervisors, Teachers
Positive Behavior Supports, Corp.	https://teampbs.com	20	Board Certified Behavior Analyst Board Certified Assistant Behavior Analyst Qualified Behavioral Health Professional Registered Behavior Technician Behavior Assistants Student Analysts

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PTM Corporation	https://ptmcorporation.com	10	Assembly, Press room, Welding, Machining, Maintenance, Administrative
Qualified Staffing	https://www.q-staffing.com	50	Quality Engineer Grinders CNC Machinist Mechanical Engineer Special Product Designer Estimator Senior Controls Engineer Welders Assembly
RadioFirst/Liggett Communications	https://wsaq.net	2	Broadcasting and sales
Regency on the Lake	https://Regencyonthelake.com	25	Dietary, Housekeeping, Activities, Nurses, CNAs
Sanilac County Community Mental Health	sanilaccmh.org	7	Clinician/Care Managers, Nurse Practitioner, Substitute Receptionist
Sanilac County Sheriff's Office	https://www.sanilacsheriff.org	4	Corrections Officer
Smith Brother Tools	smithbrostool.com	5	Welder, CNC operator, tool builder helper, tool builder, laser tracker
Solid 3 EnG & Eng Design	www.solid3eng.com www.engdesign.com	6	Robot Programming, Weld Engineer, Controls, Automotive CAD (Inventor) Operator
St Clair County Sheriff's Office Road Patrol Division	https://www.stclaircounty.org//Offices/sheriff/	5	Road Patrol Deputy Civilian Staff
St. Clair County Community Health Authority	https://www.scccmh.org	2	Mental Health Assistant, Secretary
St. Clair County Sheriff's Office - Corrections Division	https://www.stclaircounty.org/Offices/sheriff/Default.aspx	5	Corrections Deputy
Sunrise PACE	region7aaa.org	8-10	Business Finance Mgr, Driver, Transportation Dispatch, Registered Dietitian, Personal Care Attendant
Superior Cam, Inc.	https://www.diversifiedtoolinggroup.com/	10	Die Maker Die Tryout

Aflac Troy Regional Office	https://aflac.com	2	Benefits advisor, Aflac Agent Summer Sales Intern CMM Operator CAE Engineer
The Harbor/Wings of the Harbor/Harbor SOP	Harboryouth.com	3	Pt-intervention specialist
The Pond Guy	thepondguy.com	15	Administrative Assistant, Amazon PPC Specialist, Copywriter, Customer Care Support, Customer Service, Digital Marketing Manager, Chat/Email Specialist, Process Engineer, Production, Sales Support – Key Account Specialist, Service Technician, Service Technician – Assistant, Shipping Material Handler, Shipping/Warehouse, VP of Technology
U.S. Farathane	www.usfarathane.com	30	Maintenance Manager, Junior Purchaser/Customer Service, Quality Engineer, 2nd Shift Supervisor, Production Associates, Maintenance
UHY	https://uhy-us.com/careers	5	Audit and Tax Staff Accountant Audit and Tax Internship
United Healthcare Partners (Deckerville Community Hospital, Marlette Regional Hospital, The Heartlands Senior Living)	www.marletteregionalhospital.org	33	RN, CENA, Medical Assistant, MT/MLT, Radiology Techs, Registered Echo/Vascular Tech, RRT, ER Tech, Nuclear Med Tech, Physical Therapist, Physical Therapist Assistant, Speech Language Pathologist, Healthcare Office Manager, Housekeeping, Admitting Clerk
US Air Force	https://airforce.com	10	Medical, Civil Engineering, Information Technology, Cybersecurity, Law Enforcement, Administrative, Finance, Personnel, Aerospace Maintenance, Vehicle Maintenance, Aircrew

Aflac Troy Regional Office	https://aflac.com	2	Benefits advisor, Aflac Agent Summer Sales Intern Operation, Intelligence, Firefighter, Logistics, Public Affairs
Visiting Nurse Association and Blue Water Hospice	vnabwh.org	4	Certified Nurse Assistant, Nurse
Wrigley Hall	www.wrigleyhall.com	70	Line cook, food counter service, busser, barista, bartender, café supervisor, restaurant supervisor, sous chef
ZF Axle Drives	https://jobs.zf.com	18	Manufacturing positions