

EEO Public File Report

Group: Houghton Community Broadcasting Corp.
Stations: WCCY-AM, WHKB-FM, WOLV-FM

A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summar Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Job Vacancies Filled Between 2014-07-01 and 2015-06-30

1. Job Title: Account executive (P023236)	Date Submitted: 2014-09-17	Date Filled: 2014-10-01
2. Job Title: Account Executive (P023239)	Date Submitted: 2015-01-05	Date Filled: 2015-01-26

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Account executive		Date Filled: 2014-10-01			
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Radio Advertisement	Houghton Community Broadcasting	313 East Montezuma Avenue	9064827700	YES	NO

Total Resources: 1

2. Job Title: Account Executive		Date Filled: 2015-01-26			
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Employee	Sarah Rousseau	313 East Montezuma Avenue	9064827700	YES	NO
Radio Advertisement	Houghton Community Broadcasting	313 East Montezuma Avenue	9064827700	NO	NO

Total Resources: 2

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2014-07-01 and 2015-06-30 (this will be a raw number):

3

D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2014-07-01 and 2015-06-30 Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
Employee	Sarah Rousseau	313 East Montezuma Avenue	9064827700	1
Radio Advertisement	Houghton Community Broadcasting	313 East Montezuma Avenue	9064827700	2

E. Outreach Activities:

Date	Other Outreach Activity	Description of Activity
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10/03/2014	College Outreach	Station Employee, Todd Van Dyke, attended Central Michigan University's broadcast reunion on date stated. The two day event provided opportunities for students to participate in career forums and gave students one-on-one mentoring with participants. We were involved with two 90 minute group sessions, as well as the individual.
10/15/2014	Tiger Cubs Pack 207	Hosted Tiger Cubs from Pack 207 to participate in career activity for communications project.
11/25/2014	Participated in Career Fair	Station participated in career fair to educate high school students about broadcasting job opportunities and what education may be needed in order to pursue that career.
03/11/2015	Scholarships	Stations participated in three scholarships through the Michigan Association of Broadcasters. Two are contributed through the station directly and the third a joint venture with other Upper Peninsula broadcasting stations
05/21/2015	High School career visit	Hosted class from Jeffers High School. Class involved in musical careers and businesses that participate in them. Audio Engineering, commercial production, advertising sales, and studio setups were demonstrated and discussed.