

EEO Public File Report

Group: WCCY/WHKB/WOLV					
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 2008-06-01 and 2009-05-31					
1. Job Title: Office Position (J008883)			Date Submitted: 2009-03-24		Date Filled: 2009-04-10
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy					
1. Job Title: Office Position				Date Filled: 2009-04-10	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Bad River Band of Lake Superior Tribe of Chippewa Indians	Donald Moore Sr.	PO Box 39 Odanah, WI 54861	715-682-7111	NO	NO
Baraga Department of Social Services	Rod Aho	17 West Broad Street PO BOX 128 L'anse, MI 49946	906-524-6126	NO	NO
Bayfield Social Services	Denise Bailey	Bayfield County Department of Human Services 117 East 5th Street Washburn, WI 54891	715-373-6127	NO	NO
Blackwell Job Corps Civilian Conservation Center	Mike Jones	4155 County Highway Laona, WI 54541	715-674-2311	NO	NO
College-Bay de Noc Community College - Job Listing Services	Doreen Berndt	Bay de Noc Community College 2001 N. Lincoln Road Escanaba, MI 49829	906-786-5802	NO	NO
College-Brown	Karole Baumeister	1440 Northland Drive Mendota Heights, MN 55012	651-905-3499	NO	NO
College-Nicolet Area Technical College	Nancy Burns	PO Box 518 Rhineland, WI 54501	715-365-4565	NO	NO
College-Nicolet Area Technical College	Catherine Meyer	Community Connections Program W6083 Timber Lane Tomahawk, WI 54487	715-453-7508	NO	NO
College-Nicolet Area Technical College	Denise Terzinski	Lake Julia Campus, Center for Business & Industr County Highway G, PO Box 518 Rhineland, WI 54501	715-365-4481	NO	NO
College-Nicolet Area Technical College	Jan Pitzo	Lakeland Campus, 9569 Highway 70 West P O Box 1388 Minocqua, WI 54501	715-356-6753	NO	NO

EEO Public File Report

College-Nicolet Area Technical College	Sharon Gobert	Non-Traditional Equity Program P O Box 518 Rhineland, WI 54501	715-365-4477	NO	NO
College-Nicolet Area Technical College	Sandy Jenkins	Lake Julia Campus, Transition & Placement Office SD Center-UTC Bldg, County Hwy. G Rhineland, WI 54501	715-365-4693	NO	NO
College-Nicolet Area Technical College	Duanne Swift	Community Connections Program 351 Highway 51 Arbor Vitae, WI 54568	715-358-9490	NO	NO
College-Nicolet Area Technical College	Lori Vance	Lake Julia Campus, Placement Office, AT Center County Highway G, PO Box 518 Rhineland, WI 54501	715-365-4448	NO	NO
College-Suomi College	Placement Services	Career planning Placement Hancock, MI 49930	906.487.7314	NO	NO
Counseling and Development Center	Gregg Engler	171 Chestnut Street P O Box 71 Phillips, WI 54555	715-339-3966	NO	NO
DEPT OF SOCIAL SVCS	DALE MACDONALD	301 E. LEAD ST BESSEMER, MI 49911	906-663-6200x	NO	NO
DEPT OF SOCIAL SVCS	DALE MACDONALD	730 S. 7th ST ONTONAGON, MI 49953	906-884-4951x	NO	NO
Dial Help	Jayne Fredrick	609 Shelden Avenue Houghton, MI 49931	906-482-9077	NO	NO
DICKINSON COUNTY SOCIAL SVC	CATHERINE ANGELI	1238 CARPENTER AVE IRON MOUNTAIN, MI 49801	906-774-1484x	NO	NO
DOVE Outreach - Iron County	Dale MacDonald	110 2nd Avenue South Hurley, WI 54534	715-561-5033	NO	NO
Eagle River Department of Social Services - Vilas County	Linda Thorpe	Vilas County Courthouse 330 Court Street Eagle River, WI 54521	715-479-3668	NO	NO
Eagle River Department of Social Services, Vilas County	Joe Fortmann	Vilas County Commission on Aging, Courthouse P O Box 369 Eagle River, WI 54521	715-479-3625	NO	NO
Experience Works, Gwinn	Dennis Koers	PO Box 905 Gwinn, MI 49841	906-346-9410	NO	NO
Experience Works, Inc./Green Thumb, Inc.	Terry Neufuss	517 Court Street Suite 107 Ashland, WI 54806	715-682-3905	NO	NO
FAMILY INDEPENDENCE AGENCY	DENISE PERRY	2940 COLLEGE AVE ESCANABA, MI 49829	906-786-5394x	NO	NO

EEO Public File Report

Family Resource Connection	Diane Allgood	1020 Kabel Avenue Rhineland, WI 54501	715-361-2890	NO	NO
Florence County Community Support Program	Robert Macaux	Courthouse - Human Services Department P O Box 170 Florence, WI 54121	715-528-3296	NO	NO
Florence County Job Center	Nancy Pellegrini	501 Lake Avenue P O Box 232 Florence, WI 54121	715-528-4251	NO	NO
Forest County Department of Social Services		200 East Madison Street Crandon, WI 54520	715-478-3351	NO	NO
Forest County Literacy Council	Michelle Gobert	Crandon Public Library 110 West Polk Crandon, WI 54520	715-478-3784	NO	NO
Forest/Oneida/Vilas County Community Support Program	Judy Citro	705 East Timber P O Box 897 Rhineland, WI 54501	715-369-2215	NO	NO
Frank B Koller Memorial Library	Janelle Kohl	Lakeland Area Literacy Council Highway 51, P O Box 100 Manitowish Waters, WI 54545	715-543-2700	NO	NO
GOGEBIC COMMUNITY COLLEGE	CAREER SERVICES	E4946 E JACKSON RD IRONWOOD, MI 49938	906-932-4231x	NO	NO
Great Lakes Indian Fish And Wildlife Commission	Gerald DePerry	72682 Maple Street P.O. Box 9 Odanah, WI 54861	715-682-6619	NO	NO
Headwaters, Inc.	Mary Hardtke	1441 East Timber Drive P O Box 618 Rhineland, WI 54501	715-369-1337	NO	NO
Lac Vieux Desert	Patrick Garrison	N5384 US 45 P.O. Box 129 Watersmeet, MI 49969	906-358-4226	NO	NO
Ladysmith Job Center	Genny Stratil	Department of Workforce Solutions 108 West 2nd Street North Ladysmith, WI 54848	715-532-2713	NO	NO
Lake Superior Community Partnership	Cheryl LeRoy	501 South Front Street Marquette, MI 49855	906-226-6591	NO	NO
Lutheran Social Services of Wisconsin and Upper Michigan, Inc.	Sarah	Adult Day Center 500 West Washington Street New London, WI 54568	920-982-9205	NO	NO
MICHIGAN TECH UNIVERSITY	CAREER SERVICES	1400 TOWNSEND DR HOUGHTON, MI 49931	906-487-1885x	NO	NO
Michigan Technological University - WMTU Houghton 91.9 FM Stereo	matt barr	G03 Wadsworth Hall 1703 Townsend Dr Houghton, MI 49931	906 487 2333x26	NO	NO
Michigan Works - Baraga	Jim Saari	American Legion Building 115 North Front L'Anse, MI 49946	906-524-5300	NO	NO

EEO Public File Report

Michigan Works Services Center	Gerry Michaelson	902 Razorback Drive Houghton, MI 49931	906-482-6916	NO	NO
MICHIGAN WORKS!		P.O. BOX 670 CASPIAN, MI 49915	906-265-0532x	NO	NO
MICHIGAN WORKS!	JERRY	1300 W. MEMORIAL DR HOUGHTON, MI 49931	906-482-6916x	NO	NO
MICHIGAN WORKS!	JOB PLACEMENT	100 W. CLOVERLAND DR IRONWOOD, MI 49938	906-932-4059x	NO	NO
MICHIGAN WORKS!	JERRY WHITE	200 FAIRBANKS ST IRON MOUNTAIN, MI 49801	906-774-3030x	NO	NO
MICHIGAN WORKS!	LANCE WOLF	114 W. SUPERIOR ST SUITE 3 MUNISING, MI 49862	906-387-4937x	NO	NO
MICHIGAN WORKS!	RON CARRIGAN	106 COLES DR MARQUETTE, MI 49855	906-228-3075x	NO	NO
MICHIGAN WORKS!	SHERRY OR JIM	P.O. BOX 208 MANISTIQUE, MI 49854	906-341-5126x	NO	NO
MICHIGAN WORKS!	DAYNA	2600 COLLEGE AVE ESCANABA, MI 49829	906-789-9732x	NO	NO
Michigan Works! The Job Force Board	Orrin Bailey	Six County Employment Alliance 2950 College Avenue Escanaba, MI 49829	906-789-0558	NO	NO
Northern Advantage Job Center	Norman Martin	100 West Keenan Street Rhineland, WI 54501	715-365-2667	NO	NO
Northern Area Agency on Aging	Janell	3716 Country Drive Rhineland, WI 54501	715-365-2528	NO	NO
NORTHERN MICHIGAN UNIVERSITY	CAREER PLACEMENT	1401 PRESQUE ISLE AVE MARQUETTE, MI 49855	906-227-1000x	NO	NO
Northern Michigan University	Karry Mohr	Job Search Center 1401 Presque Isle, 1102 University Center Marquette, MI 49855	(906) 227-2800	NO	NO
Northern Michigan University - Academic Career Advisement Center	Jim Gadzinski	1401 Presque Isle Avenue 3302 C.B. Hedgcock Building Marquette, MI 49855	9062272971x2	NO	NO
Northern Michigan University - Vocational Support Services	Chris Fries	Vocational Student Support Services 1401 Presque Isle Avenue Marquette, MI 49855	906) 227-2283x2	NO	NO
Northland Baptist Bible College	Pete Wehry	Student Life Office W10085 Pike Plains Road Dunbar, WI 54119	715-324-6900x620	NO	NO

EEO Public File Report

Northland College	Cindy Turley	Career Services, Ponzio Campus Center # 209 1411 Ellis Avenue Ashland, WI 54806	715-682-1398	NO	NO
Northland College	Connei Burditt	Mead Hall, Room 124 1411 Ellis Avenue Ashland, WI 54806	715-682-1240	NO	NO
Northland College	Bob Grah	Northland College Radio WRNC 97.7 1411 Ellis Avenue Ashland, WI 54806	715-682-1287	NO	NO
Northwest Wisconsin CEP	Corey Kemps	422 3rd Street West Suite 200, P O Box 616 Ashland, WI 54806	715-682-9141	NO	NO
ON AIR ADS	Rich Cannata	313 East Montezuma Ave	906-482-7700	YES	NO
Oneida County Social Services	Paul Spencer	Courthouse Building Rhinelanders, WI 54501	715-362-5695	NO	NO
Philadelphia Biblical University - Wisconsin Wilderness Campus	Mark A. Jalovick	46445 Krafts Point Road Cable, WI 54821	715-798-3525	NO	NO
Price County Probation & Parole Office		Courthouse, 126 Cherry Street Room 2 Phillips, WI 54555	715-339-3770	NO	NO
Probation & Parole Division of, - Region 6 Office (Oneida County)	Robert Grusnick	2187 North Stevens Street Suite B Rhinelanders, WI 54501	715-365-2580x258	NO	NO
Rhinelanders District Library (RDL)	Kris Adams Wendt	106 North Stevens Street Rhinelanders, WI 54501	715-365-1070	NO	NO
SOCIAL SERVICE DEPT	JULIA HADAS	234 W. BARAGA AVE COURTHOUSE ANNEX MARQUETTE, MI 49855	906-228-9691x	NO	NO
SOCIAL SERVICE DEPT	ROBYN LOVISKA	101 COURT ST MUNISING, MI 49862	906-387-4440x	NO	NO
SOCIAL SVC DEPT	ROBYN LOVISKA	COURTHOUSE, RM 175A 300 WALNUT ST MANISTIQUE, MI 49854	906-341-2114x	NO	NO
Sokaogan Chippewa Tribe	Robin Jensen	3154 State Highway 55 Crandon, WI 54520	715-478-7629	NO	NO
STATION WEBSITE	Rich Cannata	313 East Montezuma Ave	906-482-7700	NO	NO
STATION WEBSITE	Rich Cannata	313 East Montezuma	906-482-7700	NO	NO
University of Wisconsin Extension, Price County	Barbara Haynes	104 South Eyder Normal Building Room 240 Phillips, WI 54555		NO	NO
University-Finlandia University	Bill Melchiori	601 Quincy Street Hancock, MI 49930	906-487-7360	NO	NO

EEO Public File Report

University-Michigan Technological University	Laura Baril	1400 Townsend Drive Houghton, MI 49931	906-487-2280	NO	NO
University-Michigan Technological University	Jim Turnquist	107 Harold Meese Center 1400 Townsend Drive Houghton, MI 49931	906-487-2313	NO	NO
University-Michigan Technological University WMTU-FM		W. Wadsworth Hall-Mtu Houghton, MI 49931	906.487.1600	NO	NO
University-Michigan Technological- Native American Outreach	Lori Sherman	1400 Townsend Drive Houghton, MI 49931	906-487--2920	NO	NO
University-Northern Michigan University Center for North Ameri	April Lindala	1401 Presque Isle Avenue 112 Whitman Hall Marquette, MI 49855	906-227-1397	NO	NO
Vocational Rehabilitation - Ashland	Jerry Jorgenson	411 Ellis Avenue Ashland, WI 54806	715-682-7530	NO	NO
Vocational Rehabilitation - Rhinelander	Debra Soulier	158 South Anderson Street Rhinelander, WI 54501	715-365-2600x260	NO	NO
Wausaukee Enterprises, Inc.	Bob Beltrame	836 Cedar Street Wausaukee, WI 54177	715-856-5441	NO	NO
Western Upper Peninsula WIB	James Saari	Michigan Works! 100 West Cloverland Drive Ironwood, MI 49938	906-932-4059	NO	NO
Wisconsin Department of Health and Family Services	Terri Kramolis	Ashland County Health and Human Service Dept. 301 Ellis Avenue Ashland, WI 54806	715-682-7004	NO	NO
Wisconsin Department of Health and Family Services	Barbara Pevytoe	Rhinelander/Northern Region Division of Public H 2187 North Stevens Street, Suite #C Rhinelander, WI 54501	715-365-2700x271	NO	NO
Wisconsin Employment Relations Commission (WERC)	Lauri A. Millot	904 Messer Street Rhinelander, WI 54501	715-362-0370	NO	NO
Wisconsin Indianhead Technical College	Cheryl Gunderson	WITC Ladysmith Branch 1104 Lake Avenue Suite 1, P O B224 Ladysmith, WI 54848	715-532-3399	NO	NO
Wisconsin Indianhead Technical College	Mary Ross	Ashland Campus 2100 Beaser Avenue Ashland, WI 54806	715-682-4591x319	NO	NO
Wisconsin Job Center - Ashland	Cathi Cooper	Ashland County Jobs Program 411 Ellis Avenue Ashland, WI 54806	715-682-7220x722	NO	NO
WLUC-TV	Jane Ryan	177 US Hwy 41 East Negaunee, MI 49866	906-475-4161	NO	NO

EEO Public File Report

WNMU - Channel 13	Eric Smith	Northern Michigan University Marquette, MI 49855	906-227-9668	NO	NO
WOAS-FM	John Peterson	701 Parker Ave Ontonagon, MI 49953	906.884.4422	NO	NO
Total Resources: 202					
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2008-06-01 and 2009-05-31 (this will be a raw number):			7		
D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2008-06-01 and 2009-05-31 Per Recruitment/Referral Sources:					
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
ON AIR ADS	Rich Cannata	313 East Montezuma Ave	906-482-7700	4	
STATION WEBSITE	Rich Cannata	313 East Montezuma Ave	906-482-7700	2	
University-Michigan Technological University	Laura Baril	1400 Townsend Drive Houghton, MI 49931	906-487-2280	1	
E. Outreach Activities:					
Date	Other Outreach Activity	Description of Activity			
2009	Participate in Job	On June 28, 2008, our stations participated in a Job Fair hosted by Brown College and The Conclave in Minneapolis, MN. Rich Cannata, Vice President- Corporate Operations of Heartland Communications Group LLC, participated in the Job Fair. Mr. Cannata spoke with attendees about broadcasting employment opportunities, collected resumes, and performed brief interviews of interested candidates.			
2009	Participate in Job	On March 28, 2009, our stations participated in a Job Fair hosted by Northern Advantage Job Center in Rhinelander, WI. Rich Cannata, Vice President- Corporate Operations of Heartland Communications Group LLC, participated in the Job Fair. Mr. Cannata spoke with attendees about broadcasting employment opportunities, collected resumes, and performed brief interviews of interested candidates.			
2009	Participate in Scholarship Program	Our stations participate in a scholarship program in conjunction with the Wisconsin Broadcasters Association that offers annual scholarships to students interested in pursuing a career in broadcasting. Our stations donate a monetary amount to the scholarship fund, promote the availability of the scholarship program, provide application forms upon request, answer questions regarding the program for interested individuals, and assist in the selection process for the scholarship by evaluating candidates.			