

**EEO PUBLIC FILE REPORT  
CARROLL ENTERPRISES, INC.  
WKJZ, HILLMAN, MI  
WIOS, TAWAS CITY, MI  
WKJC, TAWAS CITY, MI  
WTZM, TAWAS CITY, MI**

(Amended August 10, 2020)

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

During the past twelve months, **June 1, 2019 through May 31, 2020**, none of the stations has had a vacancy for full time positions. Had there been any such vacancies, outreach notifications to community groups and contact sources listed below would have been given.

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

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

Central Michigan University

Delta College

Michigan Association of Broadcasters

Michigan Works

All local newspapers in Hillman and Tawas City, Michigan

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

[jobs@freeradiotips.com](mailto:jobs@freeradiotips.com)

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

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

While none of the subject stations had a job opening during the period, we did sponsor an unpaid intern during the period, by the name of Nathan Abbott from Tawas Area High School. Nathan's internship extended from just after Christmas in 2019 until March of 2020, during which time Nathan learned all aspects of a career in radio, including engineering, audio production, news editing, promotional events, sales and advertising production. We had to terminate the internship in March due to the COVID-19 pandemic.

4. When available, the stations will participate in local job fairs. Note, however, that job fairs are not frequent in the Tawas City and Hillman areas. For outreach, Carroll Enterprises, Inc. normally interfaces with Central Michigan University, Delta College, and the Michigan Association of Broadcasters for career opportunities for students and new job hires when vacancies exist. Such vacancies have not existed for some time now due to poor economic conditions in the broadcast industry in exurban and rural Michigan, most especially in the AM broadcasting industry.

Nevertheless, Kevin Allen, our Program Director, did participate in a Business Expo at Ogemaw High School in West Branch, Michigan in February of 2020. Kevin Allen also gave talks at Tawas Area High School in October and November of 2019 during the school's vocational days, promoting our internship program.

The Carroll Enterprises stations also have given tours of the Stations periodically, on at least four occasions during the period in question to Boy and Girl Scout troops and student groups from area high schools (these are scheduled upon request).

Job vacancies when they do occur, are announced to all local newspapers, and placed on the WKJC web page, on the air on all stations, and with "Michigan Works", a job placement agency. Employees of Carroll Enterprises regularly participate in career days in the Tawas City and Hillman areas. When available, Carroll Enterprises uses unpaid interns from local educational institutions, allowing members of the community to acquire skills needed for broadcast employment and to obtain scholastic credit. Those interns receive training and experience in various areas of broadcasting including News, Programming, Production, Promotion, Events and Sales.

Kevin Allen, the Stations' Program Director, addressed the Kiwanis Club in October of 2010 at their regularly scheduled meeting. However, since the arrival of the COVID-19 pandemic in March through the end of the reporting period, there have been no outreach activities at all from the station. Our attention has been to disseminate information about the pandemic to the community. Tawas City has a population of 1800 people, with an average age above 40. COVID-19 is the issue of current concern to the local community and we are responding to that with full time and attention.