

# EEO PUBLIC FILE REPORT

**CARROLL ENTERPRISES, INC.  
WKJZ, HILLMAN, MI  
WIOS, TAWAS CITY, MI  
WKJC, TAWAS CITY, MI  
WTZM, TAWAS CITY, MI**

**CARROLL BROADCASTING, INC.  
WQLB, TAWAS CITY, MI**

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This EEO Annual Public File 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, WKJZ or WQLB online public files, and if any station owned by Carroll Enterprises, Inc. or maintains a web site for any of the above stations, it should be placed on that site as well. This EEO Annual Public File Report includes both Carroll Enterprises, Inc. and Carroll Broadcasting, Inc., which have common ownership and which are now a single employment unit.

During the past twelve months, **June 1, 2021 through May 31, 2022**, none of the stations has had a vacancy for any full time position. 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)

None of the subject stations had a full time job opening during the period, and we were unable to sponsor an unpaid intern during the period (unlike prior years) due to the continuation of the COVID-19 pandemic and due to substantially adverse economic conditions in the broadcasting industry generally.

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, and there was only one during the period due to the COVID-19 pandemic:

On July 23, 2021, all stations participated in the Ogemaw County Business and Community Expo between the hours of 5:00 and 8:00 PM at the Downtown West Branch

For other 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, made worse by the COVID-19 pandemic. This circumstance most especially harms the AM broadcasting businesses such as WIOS.

The Carroll Enterprises stations were forced to abandon the regular tours of the Stations to Boy and Girl Scout troops and student groups from area high schools (which were scheduled upon request) due to COVID-19 during the previous year. We are anticipating resuming these tours during the next upcoming reporting period, absent a spike in cases of COVID.

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 have, pre-pandemic, participated 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. We hope to resume this process during the next reporting period, unless COVID cases spike.

Since the arrival of the COVID-19 pandemic, and through the end of the reporting period, there have been no outreach activities at all from the stations, other than as mentioned above. Tawas City has a population of 1800 people, with an average age above 40 and very little social diversity. The economic conditions do not justify expanding the staff at this time.