



Eagle Radio EEO Public File Report  
June 1, 2023



**EEO PUBLIC FILE REPORT**

For the 12-month Period: June 1<sup>st</sup>, 2022 to May 31, 2023

Prepared By: Keweenaw Bay Indian Community  
(License/Permittee)

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
WCUP	36092	FM Station	L'Anse, MI	
WGLI	38128	FM Station	Hancock, MI	
WMQT	64503	FM Station	Marquette, MI	
WZAM	64504	FM Station	Ishpeming, MI	

Total Full-Time Employees: 6

A. The following is a list of all vacancies for full-time jobs filled during the previous 12 months:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
Account Executive/Sales	06/24/2022	10/23/2022
Account Executive/Sales	06/24/2022	Not Filled

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:

	<u>Recruitment Source</u>	<u>Address</u>	<u>Person</u>	<u>Contact Number</u>
1.	Keweenaw Bay Indian Community	16429 Beartown Road Baraga, MI 49908	Hope Laramore Personnel Director	906-353-6623
2.	Tribal Employment Rights Office	16429 Beartown Road Baraga, MI 49908	Debbie Piccano TERO/Workforce Director	906-353-6623
3.	Michigan Works	Houghton, MI 49931	<a href="http://www.michiganworks.com">www.michiganworks.com</a>	Online
4.	Michigan Works	Marquette, MI 49855	<a href="http://www.michiganworks.com">www.michiganworks.com</a>	Online
5.	Eagle Radio	805B US 41 S. Baraga, MI 49908	Ed Janisse/ General Manager	906-353-9287
6.	Indeed	Marquette, MI Baraga, MI	<a href="http://www.indeed.com">www.indeed.com</a>	Online
7.	TV6 Advertisement	177 U.S. East Negaunee, MI 49866	Chad Cole Account Executive	989-254-4858
8.	NMU Careers	1401 Presque Isle Marquette, MI 49855	Kara Cox Representative	906-228-2500
9.	KBIC Web Site	16429 Beartown Road Baraga, MI 49908	David Zasadnyi IT Manager	906-353-6623
10.	Michigan Association Of Broadcasters	819 N. Washington Ave Lansing, MI 48906	<a href="mailto:mab@michmab.com">mab@michmab.com</a>	517-484-7444

C. The following is a list of the sources for full-time jobs shown in Section B above and the recruitment source which provided the hire for that position:

<u>Job Title</u>	<u>Recruitment Sources Used</u>	<u>Source of Hire</u>	<u>Date Hired</u>
Account Executive/Sales	1,2,3,4,5,6,7,8,9,10	5	10/23/2022
Account Executive/Sales	1,2,3,4,5,6,7,8,9,10	Not Filled	Not Filled

D. During the previous 12 months, there were a total of 1 person interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in above:

<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
Eagle Radio	1

E. During the last 12 months, the station employment unit engaged in the following initiatives (provide full details, including an explanation if not such initiatives were conducted during the period involved):

<u>Activity Category</u>	<u>Participation Details</u>
Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	Northern Michigan University hosted a job fair for employers which we participated in on February 15 <sup>th</sup> , 2023 from 1pm to 4pm. Todd Forslund (HR Director) attended the event on behalf of Eagle Radio and interacted with students about job opportunities with Eagle Radio.
	Keweenaw Bay Ojibwa Community College held a job fair for employers which we participated in on March 16 <sup>th</sup> , 2023 from 10am to 2pm. Todd Forslund (HR Director) and Dorothy Pryor (HR Specialist) attended the event on behalf of Eagle Radio and interacted with students about job opportunities with Eagle Radio.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	During the 2022-2023 school year we utilized students from Westwood High School to operate the video camera during the Facebook live video coverage of Boys and Girls basketball games on WZAM. Each student was given a brief demonstration of how to work the camera and how to follow the action on the court. In all, 31 games were covered. There were a few students who did it multiple times and one mentioned that he might want to go into media production in college.
	Ed Janisse (General Manager of Radio Operations), was asked by Heather Greutz, the Guidance Counselor of L'Anse Junior Senior High School to make a presentation to her Career Prep Class. The career prep class is a requirement for graduation and is an opportunity for students to explore their interests and become exposed to careers that they may find interesting. On May 16 <sup>th</sup> , 2023, Ed spent time to show how he grew up in the radio industry and what skills we look for when placing employees within our organization. Topics discussed in the class was career pathways, courses of interest, employability and soft skills. It was a great opportunity and Ed has been asked to make two presentations (1 per semester) next year.

<u>Activity Category</u>	<u>Participation Details</u>
Participation in job banks, Internet programs, and other programs designed to promote outreach generally ( <i>i.e.</i> , that are not primarily directed to providing notification of specific job vacancies)	Eagle Radio's membership in the Michigan Association of Broadcasters supports their job bank and information disseminated about careers in broadcasting.