

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0002765170** | File Number: **0000297451** | Submit Date: **05/20/2026** | Call Sign: **WLEW** | Facility ID: **67045** | City: **BAD AXE** | State: **MI**
 Service: **Full Power AM** | Purpose: **EEO Report** | Status: **Submitted** | Status Date: **05/20/2026** | Filing Status: **Active**

General Information

Section	Question	Response
Application Description	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	2026 EEO Report submitted for WLEW, WLEW-FM & WHST
Attachments	Are attachments (other than associated schedules) being filed with this application?	Yes

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
Thumb Broadcasting, Inc.	Joshua Anaman 5107 Whalen Street Elkton, MI 48731 United States	+1 (989) 280-6074	joshua@thumbnet.net	COR

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Joshua David Anaman General Manager THUMB BROADCASTING, INC.	Joshua D. Anaman 935 SOUTH VAN DYKE RD BAD AXE, MI 48413 United States	+1 (989) 269-9931	joshua@thumbnet.net	Legal Representative
ROY P Stype CONSULTING ENGINEER CES Engineering	Roy P. Stype P. O. BOX 807 2324 NORTH CLEVELAND- MASSILLON ROAD BATH, OH 44201 United States	+1 (330) 659-4440	test@fcc.gov	Technical Representative

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
762368	WHST	PIGEON	MI	No
67045	WLEW	BAD AXE	MI	No
67046	WLEW-FM	BAD AXE	MI	No

Program Report Questions

Section	Question	Response
Discrimination Complaints	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No

Full-time Employees	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No
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Additional Program Report Questions

Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
Joshua David Anaman	General Manager

Certification

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C. F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	05/20 /2026
Certified Title	Treasurer
Authorized Party Name	Richard Arthur Aymen

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
2025 Employees Hired(6-1-24--5-31-25).pdf	Applicant	EEO Public File Report	2025 Employees Hired (6-1-24 -- 5-31-25)	Done with Virus Scan and /or Conversion
2025 Recruitment Initiatives 6-1-24--5-31-25.pdf	Applicant	EEO Public File Report	2025 Recruitment Initiatives (6-1-24 -- 5-31-25)	Done with Virus Scan and /or Conversion
2026 Employees Hired(6-1-25--5-31-26).pdf	Applicant	EEO Public File Report	2026 Employees Hired(6-1-25 -- 5-31-26)	Done with Virus Scan and /or Conversion
2026 Recruitment Initiatives 6-1-25--5-31-26.pdf	Applicant	EEO Public File Report	2026 Recruitment Initiatives (6-1-25 -- 5-31-26)	Done with Virus Scan and /or Conversion
Employment Mission Statement 2026.pdf	Applicant	Narrative Statement	Employment Mission Statement 2026	Done with Virus Scan and /or Conversion

WLEW WHST



935 S. Van Dyke, Bad Axe, MI 48413
Phone 989-269-9931
wlewradio@gmail.com

The most trusted source for thumb area information.

Mission Statement

May 15, 2026

We at WLEW-AM, WLEW-FM, and WHST-FM try to hire the most qualified people for our radio stations regardless of race, gender, gender identity, age, religion, marital status, or sexual orientation. We advertise and post job opportunities to our entire community with numerous local postings, radio broadcast schools, colleges, internet postings, and outreach resources that are available in our very rural area. WLEW-AM, WLEW-FM, and WHST-FM work closely with our local Huron Area Tech Center, our local High Schools and area colleges to sponsor internships with local students to acquaint them with what it means to be a local broadcaster in our community. We also work with Michigan GST Works to promote job opportunities, attend career day events, sponsor and participate in job fairs in our area when available.

Sincerely,

Joshua D. Anaman
President, Thumb Broadcasting, Inc.
WLEW-AM, WLEW-FM, WHST-FM

EEO Public File Report
 Covering the Period from June 1, 2025 to May 31, 2026
 Stations Comprising Station Employment Unit:
WLEW AM, WLEW FM, WHST FM

Full-Time Vacancies Filled During Time Period

	Job Title	Date Opened	Date Filled
1	Account Executive	1/1/2025	6/23/2025
2	On-air Talent	4/10/2025	6/29/2025
3	On-air Talent	4/10/2025	8/24/2025
4	On-air Talent	11/1/2025	11/29/2025
5	Account Executive	4/1/2026	4/20/2026

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Account Executive			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
8	Jazz HR	0	N
12	Word of Mouth (Friend or Relative)	1	Y
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			1
Total number of applicants for this position			1

2. On-air Talent			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
5	Michigan Association of Broadcasters	0	N
7	Specs Howard School of Media Arts	0	N
8	Jazz HR	0	N
12	Word of Mouth (Friend or Relative)	1	Y
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			2
Total number of applicants for this position			2

3. On-air Talent			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
8	Jazz HR	0	N
12	Word of Mouth (Friend or Relative)	1	Y
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			1
Total number of applicants for this position			1

4. On-air Talent			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
5	Michigan Association of Broadcasters	0	N
7	Specs Howard School of Media Arts	0	N
8	Jazz HR	0	N
12	Word of Mouth (Friend or Relative)	1	Y
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			1
Total number of applicants for this position			1

5. Account Executive			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
5	Michigan Association of Broadcasters	0	N
7	Specs Howard School of Media Arts	0	N
8	Jazz HR	0	N
12	Word of Mouth (Friend or Relative)	1	N
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			1
Total number of applicants for this position			1

Mater Recruitment Source List

1	On-air Announcements both stations
2	Station Website - Thumbnet.net
3	Huron Daily Tribune Classifieds - hdt_news@hearstnp.com
4	Huron County View classifieds
5	Michigan Association of Broadcasters
6	Thumbworks
7	Specs Howard School of Media Arts Lawrence Tech University
8	JazzHR
11	Unkown Source Responses (Applicant did not state where they heard about job.
12	Word of mouth - Friend or relative.
13	Other - Thumb Area Employment Opportunities through our news facebook page
14	Michigan Works Website: www.mitalent.org

Recruitment Initiatives

Radio Station Tours, Internships, and Job Fairs: WLEW-AM & WLEW-FM invites the public, school students, local public officials, community volunteers and others to participate in radio station tours and participate in recordings and on air broadcasts on monthly basis throughout the year. Thumb Broadcasting Inc. has also been finding other innovative ways to show our commitment to Equal Opportunity Employment and dedication to our community. Thumb Broadcasting regularly has live shows on our “What Do You Think” program, highlighting resources available to job seekers, building skills for employment and potential job opportunities in our area.

- Supporting GST Michigan Works – Thumb Broadcasting on a regular basis promotes GST Michigan Works Career Days and Employment Workshops. GST Michigan Works is Michigan’s primary workforce development association. Some of these programs Thumb Broadcasting participated in include:
 1. June 24th, 2025 Thumb Broadcasting broadcast a live show on air with GST Michigan Works. Guest speaker Jessie Billrau was interviewed regarding upcoming events in June through September 2025.
 2. August 27, 2025 Thumb Broadcasting had another live on air show with GST Michigan Works with guest speakers Cheryl & Jessie regarding jobs and event planning in the Thumb Area of Michigan.
 3. December 3, 2025 Thumb Broadcasting had a live on air show “What Do You Think” program with GST Michigan Works. Guest speakers included Jessica & Cheryl -talking on up-coming workshops to help people find a career.
 4. February 4th, 2026 Thumb Broadcasting broadcast a live show on air with GST Michigan Works guest speakers Jessica Burns & Cheryl -talking about up-coming events and Career Exploration.
- Thumb Care – Thumb Broadcasting had a live call in show on October 8th, 2025 with guest speaker Chiara Cameron Wood. She spoke with our community about their organization and what they do, and how people can call their organization to get resources that they may need to help with different situations they are presently in and any help and resources they may need.
- Career Day – Thumb Broadcasting promoted and participated in GST Michigan Works -Career Day which ran from March 5th 2026 through March 9th, 2026
- June 1, 2025 and continuing today - Since June 1, 2025 we have been promoting the weekly food distribution sites that were set up throughout Huron, Sanilac and Tuscola Counties. We also handled many daily phone calls throughout 2025-2026 to assist the needy on where and when these pop-up food pantries were occurring. Thumb Broadcasting(WLEW-AM, WLEW-FM & WHST-FM) is now the focal point in our area to promote area food pantries and pop up food pantries.

- June 1, 2025 and continuing throughout 2026: Richard Aymen and News Director Russ Survanca works with Huron County 4-H and extension office volunteers and personnel and PR director Kari VerEllen. Kari now produces a Huron County 4-H show that airs at 12:20pm 5 days a week on our radio stations which promotes the 4-H youth in our community and upcoming events. We constantly work with Kari on production ideas, equipment, production, editing and logistics to keep this vital public service program running smoothly for the youth of our community.
- January, 2026 – Deb Brandow worked with the Bad Axe High School National Honor Society and Mrs. Roth Guza to write and create a Public Service Announcement for a Red Cross Blood Drive held on January, 28, 2026. She worked with students on writing, recording and producing radio PSAs.
- April, 2026 – Deb Brandow worked with the Bad Axe High School National Honor Society and Mrs. Roth Guza to write and create a Public Service Announcement for a Red Cross Blood Drive held on April, 29, 2026. She worked with students on writing, recording and producing radio PSAs.
- Look Twice Save a Life – Thumb Broadcasting's Josh Anaman worked with ABATE Region 7 for Motorcycle Awareness Month which was May, 2026. Josh worked with ABATE member Jeremy Bouverette as well as interviewed and recorded Michigan State Representative Greg Alexander for the PSA campaign which ran the entire month of May, 2026.

General Outreach Effort

WLEW-AM & WLEW-FM facilitates our employees to outreach, give speeches, go to meetings, and attend job fairs throughout the communities we serve. Our wonderful community minded employee team including but not limited to: Tina Hind, Debbie Brandow, Richard Aymen, Joshua Anaman, Russ Survance, Kimberly Rowe, as well as other Thumb Broadcasting employees are often invited as guest speakers to local organizations or go out to community events promoting the events and employment opportunities at Thumb Broadcasting. They also help with promoting job fairs, take students and community members on tours of our facility and assist them in producing their voices on commercials and promotions as well as live interviews to facilitate awareness of our media throughout our Thumb Area Community. During these activities, they speak on and explain the complexities of a radio station as well as the various departments and job duties assigned to various employees who work in our facility. They work with many area schools, government agencies and non-profit organizations in our listening area on how our radio stations can work with their non profit organization to achieve their fundraising goals in order for us to help support the communities in which we serve in both employment opportunities and free promotional support for their organization events as well.

- A. Fall And Spring DNR Shows: – Thumb Broadcasting produces 5 live on air two hour shows throughout the year: Three in the fall of 2025 regarding Deer and waterfowl hunting and two in the spring of 2026 featuring Turkey Hunting and Great Lakes Fishing. On each show we have up to six experts in the field in the studio to discuss the sport topic on hand and open up the phone lines on air to many callers to ask questions on the hunting or fishing season, techniques and rule changes each year from the DNR. We usually have a DNR field officer and a wildlife biologist or fisheries specialist from the DNR on each program to answer the public's questions as well as many hunting and fishing experts.
- B. January 19, 2026 – Richard Aymen from Thumb Broadcasting worked with the Bad Axe Rotary Club to show how recordings, production and on-air scheduling works. Heather Draybek was the contact person for the Rotary for “Winter Wine Fest.”
- C. May 18, 2026 - St. Hubert Catholic Church – Bad Axe town walk and Drive event. Recorded church officials for the pre-recording for the walk and the drive to occur on 06/07/2026.
- D. WLEW/WHST employees performed 12 radio station tours of our facilities to interested people who wished to see how a radio station operates during this EEO coverage period.
- E. WLEW/WHST also publishes a "What Do You Think" program Wednesdays at 10am where we invite guest speakers from our local communities to discuss specific local issues concerning our community. These guests

broadcast live on air with our announcers to discuss these local issues in our community. Some of the programs published from 6/1/25 – 5/31/26 include:

- City of Habor Beach – Guest Speakers: Kelly Jo Osentoski Promotions Director & Robby Iseler Truck Show Chairperson. Talking about the upcoming Truck Show – 6/11/25
- Enough Already -Children’s Cancer Research -(6/2/25–6/30/25)
- Corn hole Tournament Benefit for Becky Detgen battling Triple Negative Breast Cancer (6/2/25–6/27/25)
- Increase Awareness for 988 Radio – (6/10/25–6/30/25)
- Rolling Family Resource Center – Parent Advisory -advocating for protection of Children and Community needs. (6/11/25–6/16/25)
- Food Allergy -Ready to Act (6/12/25–6/30/25)
- Drug-Impaired Driving – (6/26/25–7/31/25)
- Kids Mental Health – (6/27/25–7/19/25)
- 157th Huron community Fair – Guest Speaker: Clark Brock – (7/16/25)
- Can Council of Bay, Huron & Saginaw County, Guest Speaker: Lionel Grant Rolling Family Resource Center program Director. Talking about Child Abuse Prevention Education, Special Advocates, Resource Centers, and much more. (7/23/25) /
- City of Caro DDA -Guest Speaker Pagie Rushlo -(8/6/25)
- Aspire Rural Hospital Foundation Director Stephanie Longenbury -talking about their huge Annual Golf Outing to raise money for their three hospitals. (8/13/25)
- Ron Foster Memorial Dog Walk -Guest Speaker Kelsey Conners, Event Organizer. 8/20/25
- Thumb Octagon Barn – Fall Family Days -Guest Speaker Dennis Anderson-(Past President) 9/3/25
- Harvest Festival & Chili Cool Off, WLEW Car Giveaway -Guest Speaker Kelly Jo Osentoski, Community Promotions Director (9/10/25)
- Bad Axe Fall Frenzy- Guest Speaker Mark Farner’s American Band along with Jeremiah & Kaitlyn from the Bad Axe Chamber (9/17/25)
- Bad Axe Theatre – Guest Speaker: Mark Rolfe -Owner-Help keep the movies alive in our community (10/22/25)
- Blue Star Mothers of America -Golumpki Golabki Dinner on November 19th 2025 with all proceeds going to Troop & Veteran projects (10/29/25)
- Can Council – Guest Speakers: Lion Grant & Heather Fisher – talking about what the Can Council does helping children and the up-coming Super Hero Hockey Game. (11/19/25)
- workshops to help people find a career. (12/3/25)
- Aspire Rural Health-GuestSpeaker: Stephanie Langenbury (Foundation Director) talking about up-coming events (12/17/25)
- Rolling Family Resource Center – Guest Speaker: Caitlin Stone Webber, Children’s Advocacy Center Director. Talking about (CASA) a court appointed special advocate, for children in the court system. (1/14/2026)
- Aspire Rural Health – Hunting for Health -Guest Speaker: Stephanie Langenbury, Foundation Director. Promoting prostate cancer awareness. (2/18/26)

F. Thumb Broadcasting with radio stations WLEW-AM, WLEW-FM & WHST-FM invite groups and organizations in our community to stop in, take a tour of our facility and work with us to produce Local Public Service Campaigns (PSA)s below are just a few of the PSAs we broadcast on our stations:

- Corn hole Tournament to Benefit Becky Detgen battling Triple Negative Breast Cancer (5/23/25–6/27/25)
- Bible Reading Event at Wilson Park in Deckerville-72 hour public proclamation of the word of God (6/18/25–6/21/25)
- Nine Lives Distracted Driving (7/1/25–8/31/25)
- Typewriter Distracted Driving (7/1/25–8/31/25)
- Make the Connection-General Mental Health (7/8/25–7/31/25)
- Colorectal Cancer Alliance (7/8/25–7/31/25)
- What is Blood Cancer -Leukemia & Lymphoma Society (7/14/25–7/31/25)
- Mental Health Care Works -Becca (7/14/25–7/31/25)
- Field-Adult Mental Health (7/17/25–7/31/25)
- Most People-Adult Mental Health (7/17/25–7/31/25)
- Tough it Out-Adult Mental Health (7/17/25–8/16/25)
- Huron BBQ Co – Giveaway during Pigeon Summer Fest (7/15/25–7/18/25) five \$20 dollar gift cards
- Veteran’s Garage Sale -August 8-10th 2025 (7/22/25–8/8/25)
- Veterans of Foreign Wars of the U.S. (Still Serving) (7/23/25–8/30/25)
- Lung Cancer Screening (A Smokers Tale) (7/24/25–8/16/25)
- No Kid Hungry-the difference (7/30/25–8/31/25)
- Adult Mental Health-Taking Care of Us (8/11/25–8/31/25)
- America-cares , taking care of us (8/11/25–8/31/25)
- Growing up with PI Teacher- (8/11/25–8/31/25) Jeffery Modell Foundation
- Ending Hunger – Full Effect (8/11/25–8/31/25)
- Saving for Retirement (8/13/25–9/30/25)
- Youth Vaping -This is Serious (8/19/25–10/31/25)
- Defenders of Wildlife-We are Closer Than you Think (8/27/25–9/30/25)
- Department of Veterans -What you Earned VA Gen (8/27/25–9/30/25)
- Youth Gun Violence-Neighbor -(9/1/25–9/30/25)
- Blood Cancer – Light The Night Walk Event-(9/1/25–9/30/25)
- American Cancer Society-I Love You, Get Screened (9/12/25–10/31/25)
- Bright Focus Foundation-Stop Glaucoma (9/18/25–9/30/25)
- Because Love Protects-Child Car Safety (9/26/25–10/31/25)
- Bravely Serve-Wounded Warrior (9/26/25–10/31/25)
- Freedom-Wounded Warrior (9/26/25–10/31/25)
- American Cancer Society-I Love You, Get Screened (9/12/25–10/31/25)
- Because Love Protects-Child Car Safety (9/26/25–10/31/25)
- Bravely Serve-Wounded Warrior (9/26/25–10/31/25)
- Freedom-Wounded Warrior (9/26/25–10/31/25)
- Save the Children -Children facing poverty, & homelessness (10/1/25–10/31/25)
- My Veterans Victory-Veterans & their story (10/1/25–10/31/25)
- Children’s Cancer Research – Enough Already -(10/10/25–10/31/25)
- Blood Cancer Leukemia & Lymphoma Society -(10/10/25–10/31/25)
- Secure Firearm Storage – The Threat- (10/16/25–11/30/25)
- Secure Firearm Storage -Service Never Stops (10/16/25–11/30/25)
- Secure Firearm Storage-Safe Stories Reba (10/16/25–11/30/25)
- Feeding American -(10/22/25–11/15/25)
- Buzzed Driving – Your Life Sounds Great -(10/23/25–11/30/25)
- Veterans of Foreign Wars-Still Serving (10/23/25–11/15/25)
- Mercy Ships -Mercy on a Mission (10/28/25–12/31/25)
- Dan Glaza’s Concession Speech -Congratulated Mayor & Council Members that won the Election. (11/5/25–11/6/25)
- Wounded Warrior Project (Bravely Serve) (11/7/25–11/31/25)
- Annual Cloth A Child (Helping Families with Coats) (11/11/25–11/21/25)

- Dogs Inc – Palette-A pet for Christmas (11/13/25–12/22/25)
- EIF & VA Make the Connection Veterans facing Mental Health (11/13/25-11/31/25)
- Dave Thomas Foundation for Adoption -This is my Room Marisol (11/17/25–12/31/25)
- Adult Mental Health- Playbook Celebrations (11/21/25–12/31/25)
- Drug Impaired Driving-Are you High Right Now (12/2/25–12/31/25)
- Drug Impaired Driving – Conviction (12/2/25–12/31/25)
- American Heart Association-At Any Age (12/12/25–12/31/25)
- Youth Vaping (1/7/26–1/31/26)
- School Smiles -Smile train partners with medical experts to provide free, high -quality cleft surgeries and essential support for children. (1/8/26–1/31/26)
- Bad Axe High School Blood Drive on January 28th 2026 (1/13/26–1/28/26)
- Something we can't Ignore -No Kids no Hungry (1/20/26–3/31/26)
- United is the Way -helping communities (1/20/26–2/14/26)
- Engine – Adult Mental Health -(1/20/26–2/28/26)
- Your Path – learning & thinking differences, like ADHD & dyslexia. (1/20/26–2/21/26)
- Listening is a Form of Love – Supporting Adolescent Mental Health (1/20/26–2/14/26)
- Veterans of Foreign Wars -Still Serving (1/22/26–2/28/26)
- Wounded Warrior-Bravely Serve (1/22/26–2/28/26)
- Distracted Driving – Danger (1/22/26–2/28/26)
- Stop AMD -Alzheimer's Disease (1/26/26–2/28/26)
- Your Life Sounds Great -Buzzed Driving (1/27/26–12/28/26)
- 70 Years -Humane World for Animals (1/27/26–2/28/26)
- Four Words- Starlight Children's Foundation -(1/27/26–2/28/26)
- Built for Bravery-Homes for Our Troops (1/29/26–2/28/26)
- A Smokers Tale-Lung Cancer (2/4/26–2/28/26)
- Ready to Live-Food Allergy (2/9/26–2/28/26)
- Saving Veterans, Rescuing Dogs, Restoring Families, K9s for Warriors (2/9/26–3/7/26)
- The Last 80 Years -Paralyzed Veterans (2/12/26–2/28/26)
- Led by Neighbors-Feeding America (2/18/26–3/31/26)
- Moving Day -Parkinson's Foundation (2/18/26–3/31/26)
- Anti-Vape & the Damage it can cause (2/20/26–9/30/26)
- National Pest Management- Sick Day (2/24/26–3/31/26)
- American Collage of Radiology-Colon Cancer Screening (3/5/26–4/31/26)
- Anti-Vaping Campagin Targeting Young Adults (3/2/26–4/30/26)
- National Council on Aging -Benefits Check Up.org (helping older adults) (3/5/26–4/30/26)
- Volunteer at Your Local Fire Department -(3/9/26–4/30/26)
- Better Outcomes -Cancer Screening – (3/9/26–4/30/26)
- Paralyzed Veterans of America-Power of PVA (3/9/26–4/30/26)
- Wildfire Prevention – Smokey & Campfire (3/12/26–8/31/26)
- Wildfire Prevention -Avoiding Sparks (4/1/26–7/31/26)
- Growing up with PI Dancer (primary Immunodeficiency) (3/16/26–4/30/26)
- Growing up with PI Teacher (Primary Immunodeficiency) (3/16/26–4/30/26)
- Peace Corps-Still the Toughest Job you'll ever Love (3/20/26–4/30/26)
- Nation's Fraud & Crime Issues-Auto Theft (3/20/26–4/30/26)
- Nation's Fraud & Crime Issues -Tornadoes (3/20/26–4/30/26)
- Nation's Fraud & Crime Issues – Wildfires (3/20/26–4/30/26)
- Heart Health -When the Heart Stops, First Responses (3/20/26–5/31/26)
- Good 360 for the Greater Good- Weight of Nothing - families struggling (3/24/26–4/30/26)

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 Stations Comprising Station Employment Unit:
WLEW AM, WLEW FM, WHST FM

Full-Time Vacancies Filled During Time Period

	Job Title	Date Opened	Date Filled
1	Account Executive	6/1/2024	6/10/2024
2	On-air Talent	9/1/2024	9/4/2024
3	Account Executive	8/1/2024	11/29/2024
4	On-air Talent	12/1/2024	2/17/2025
5	On-air Talent	1/5/2025	2/20/2025
6	Account Executive	1/5/2025	3/3/2025
7	On-air Talent	2/20/2025	3/19/2025

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Account Executive			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
8	Jazz HR	2	Y
12	Word of Mouth (Friend or Relative)	0	N
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			2
Total number of applicants for this position			3

2. On-air Talent			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
5	Michigan Association of Broadcasters	0	N
7	Specs Howard School of Media Arts	0	N
8	Jazz HR	3	N
12	Word of Mouth (Friend or Relative)	1	Y
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			2
Total number of applicants for this position			4

3. Account Executive			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
8	Jazz HR	3	Y
12	Word of Mouth (Friend or Relative)	0	N
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Total number of interviews for this position			1
Total number of applicants for this position			3

4. On-air Talent			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
5	Michigan Association of Broadcasters	0	N
7	Specs Howard School of Media Arts	0	N
8	Jazz HR	4	Y
12	Word of Mouth (Friend or Relative)	0	N
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			3
Total number of applicants for this position			4

5. On-air Talent			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
5	Michigan Association of Broadcasters	0	N
7	Specs Howard School of Media Arts	0	N
8	Jazz HR	4	Y
12	Word of Mouth (Friend or Relative)	0	N
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			3
Total number of applicants for this position			4

6. Account Executive			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
8	Jazz HR	1	N
12	Word of Mouth (Friend or Relative)	1	Y
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			1
Total number of applicants for this position			2

7. On-air Talent			Date Filled
Resource #	Resource	# of Interviews	Hired from Resource (Yes/No)
5	Michigan Association of Broadcasters	0	N
7	Specs Howard School of Media Arts	0	N
8	Jazz HR	2	N
12	Word of Mouth (Friend or Relative)	1	Y
13	Other - Thumb Area Employment Opportunities through our news facebook page	0	N
Total number of interviews for this position			1
Total number of applicants for this position			3

Mater Recruitment Source List

1	On-air Announcements both stations
2	Station Website - Thumbnet.net
3	Huron Daily Tribune Classifieds - hdt_news@hearstnp.com
4	Huron County View classidieds
5	Michigan Association of Broadcasters
6	Thumbworks
7	Specs Howard School of Media Arts Lawrence Tech University
8	JazzHR
11	Unkown Source Responses (Applicant did not state where they heard about job.
12	Word of mouth - Friend or relative.
13	Other - Thumb Area Employment Opportunities through our news facebook page
14	Michigan Works Website: www.mitalent.org

Recruitment Initiatives

Radio Station Tours, Internships and Job Fairs: WLEW-AM & WLEW-FM invites the public, school students, local public officials, community volunteers and others to participate in radio station tours and participate in recordings and on air broadcasts on monthly basis throughout the year. Thumb Broadcasting, Inc. has also been finding other, innovative ways to show our commitment to Equal Opportunity Employment and dedication to our community.

- A. Internship – Jessica Viers had been attending Delta College for several years and then decided to take some time off from her regular classes at Delta College for a marketing internship at Thumb Broadcasting. Jessica was an intern for Thumb Broadcasting from August 19, 2024 through October 22, 2024.
- B. Internship – Kimberly Rowe decided for her final semester studying for her marketing degree at Saginaw Valley State University to intern with Thumb Broadcasting and take her final classes on line. Kimberly interned for Thumb Broadcasting from November 29, 2025 until May 2, 2025. On May 5th, she completed all her classes for her Bachelors in Business Administration Marketing Degree. After completion of her degree, she was hired full time for Thumb Broadcasting, Inc.
- C. Supporting GST Michigan Works – Thumb Broadcasting promoted several of GST Michigan Works Career Days and Employment Workshops: A Career Fair on March 21, 2025 at the Knights of Columbus Hall in Bad Axe, A Career Exploration workshop on April 7, 2025 in Bad Axe, and highlighted eight other services GST Michigan Works services to those seeking employment helping our Thumb Area residents with career opportunities.
- D. June 1, 2024 and continuing today - Since June 1, 2024 we have been promoting the weekly food distribution sites that were set up throughout Huron, Sanilac and Tuscola Counties. We also handled many daily phone calls throughout 2024-2025 to assist the needy on where and when these pop-up food pantries were occurring. Thumb Broadcasting(WLEW-AM, WLEW-FM & WHST-FM) is now the focal point in our area to promote area food pantries and pop up food pantries.
- E. June 1, 2024 and continuing throughout 2025: Ric Aymen and News Director Russ Survance works with Huron County 4-H and extension office volunteers and personnel and PR director Kari VerEllen. Kari now produces a Huron County 4-H show that airs at 12:20pm 5 days a week on our radio stations which promotes the 4-H youth in our community and upcoming events. We constantly work with Kari on production ideas, equipment, production, editing and logistics to keep this vital public service program running smoothly for the youth of our community.
- F. April, 2025 – Deb Brandow worked with the Bad Axe High School National

Honor Society and Mrs. Roth Guza to write and create a Public Service Announcement for a Red Cross Blood Drive held on April, 30, 2025. She worked with students on writing, recording and producing radio PSAs.

- G. March is National Reading and Nutrition Month. – Thumb Broadcasting’s Debbie Brandow travelled with production equipment in hand to 6 area schools to record seven different PSAs with students voices in each radio ad. She worked with 2nd and 4th grade students from Bad Axe, Caseville, Harbor Beach, Lakers, North Huron and Ubyly. The children’s recorded PSAs ran the entire month of March, 2025.
- H. Look Twice Save a Life – Thumb Broadcasting’s Josh Anaman worked with ABATE Region 7 for Motorcycle Awareness Month which was May, 2025. Josh interviewed, gave tours and recorded ABATE coordinator Timothy Polk as well as Michigan State Representative Greg Alexander for the PSA campaign which ran the entire month of May, 2025.

General Outreach Effort

WLEW-AM & WLEW-FM facilitates our employees to outreach, give speeches, go to meetings, and attend job fairs throughout the communities we serve. Our wonderful community minded employee team including but not limited to: Tina Hind, Debbie Brandow, Richard Aymen, Joshua Anaman, Russ Survance, Kimberly Rowe, as well as other Thumb Broadcasting employees are often invited as guest speakers to local organizations or go out to community events promoting the events and employment opportunities at Thumb Broadcasting, They also help with promoting job fairs, take students and community members on tours of our facility and assist them in producing their voices on commercials and promotions as well as live interviews to facilitate awareness of our media throughout our Thumb Area Community. During these activities, they speak on and explain the complexities of a radio station as well as the various departments and job duties assigned to various employees who work in our facility. They work with many area schools, government agencies and non-profit organizations in our listening area on how our radio stations can work with their non profit organization to achieve their fundraising goals in order for us to help support the communities in which we serve in both employment opportunities and free promotional support for their organization events as well.

- A. June 1, 2024 and continuing today – Continuous vaccine roll outs. Ever since the vaccines were approved by the FDA, WLEW-AM, WLEW-FM, and WHST-FM have been “on the cutting edge” of promoting the vaccine distribution sites and promoting people of all ages to get vaccinated. Our staff devotes countless hours for on-air marketing in coordination with our local health departments and government agencies on the benefits of vaccinations and places the public can find to get vaccinated and get their booster shots not only to eradicate covid-19 but flu shots as well. We

continuously run PSA's, radio news stories and our announcers talk live on air on the benefits of vaccination and where to get vaccinated. We are proud that we are continuing to help with these numbers to hopefully eradicate the coronavirus pandemic and keep flu numbers down in our community.

- B. January 10, 2025 – Richard Aymen from Thumb Broadcasting worked with the Bad Axe Rotary Club to show how recordings, production and on-air scheduling works. Brent Wehner was the contact person for the Rotary for “Winter Wine Fest.”
- C. Fall And Spring DNR Shows: – Thumb Broadcasting produces 5 live on air two hour shows throughout the year: Three in the fall of 2024 regarding Deer and waterfowl hunting and two in the spring of 2025 featuring Turkey Hunting and Great Lakes Fishing. On each show we have up to six experts in the field in the studio to discuss the sport topic on hand and open up the phone lines on air to many callers to ask questions on the hunting or fishing season, techniques and rule changes each year from the DNR. We usually have a DNR field officer and a wildlife biologist or fisheries specialist from the DNR on each program to answer the public's questions as well as many hunting and fishing experts.
- D. WLEW/WHST also publishes a "What Do You Think" program Wednesdays at 10am where we invite guest speakers from our local communities to discuss specific local issues concerning our community. These guests broadcast live on air with our announcers to discuss these local issues in our community. Some of the programs published from 6/1/24 – 5/31/25 include:
- City of Harbor Beach – Truck Convoy and upcoming Festivals –Guest Speaker Kelly Jo Osentoski (6/5/24)
 - City of Harbor Beach –Community Promotions Director –talking about the upcoming Maritime Festival and what will all be going on. 7/10/24
 - Thumb Community Health Partnership – guest speaker Director Kay Balcer on improving your health and how Thumb Community Health can help. 7/17/24
 - Huron Community Fair Broad –President Clark Bock –talking about the upcoming Huron County Fair and what is coming up for this years. 7/24/24
 - City of Harbor Beach –Community Promotions Director Kelly Jo Osentoski talking in regards to the Harbor Beach Harvest Festival/Car Giveaway.
 - Fall Frenzy Event in Bad Axe –Guest speakers Kayla Fay President & Jeremiah Phelps Vice President of the Bad Axe Chamber of Commerce 9/18/24
 - Cybersecurity Awareness Month –with Annie Simon & Joe Lounsbury-talking about Cybersecurity and what to look out for. 10/16/24
 - Human Development Commission -New Thumb Area Assault Crisis Center to open in Bad Axe on January 22nd 2025
 - AVS Tech Team – Guest speaker Joseph Lounsbury on Windows 10 and older devices. Information the communities on computers. (2/19/25)

E. Thumb Broadcasting with radio stations WLEW-AM, WLEW-FM & WHST-FM invite groups and organizations in our community to stop in, take a tour of our facility and work with us to produce Local Public Service Campaigns (PSA)s below are just a few of the PSAs we broadcast on our stations:

- Drug Impaired Driving -Feel/Think/Drive Different (4/1/24—4/28/24)
- Recreational Boating & Fishing (Get on Broad) (4/23/24—5/18/24)
- Communities in Schools (Communities of Support) (4/23/24—5/11/24)
- Emergency Preparedness (4/23/24—5/18/24)
- National Pest Association (4/25/24—5/25/24)
- Heatstroke Prevention (Protect Kids) 4/25/24—7/31/24)
- Buzzed Driving (5/8/24—6/15/24)
- Child Car Safety, Kiddie Songs (5/9/24—5/31/24)
- Child Car Safety, One Upmanship (5/9/24—5/31/24)
- Being Blind (6/4/24—6/29/24)
- Full Effect –Ending Hunger (6/4/24—6/29/24)
- Love your Mind (Adult Mental Health) 6/14/24—6/24/24)
- Kids Mental Health (6/14/24—7/31/24)
- Feel/Think/Drive Different (Drug Impaired Driving) 6/14/24—7/20/24)
- Fatherhood Involvement (6/21/24—7/13/24)
- Smile Train-For children with cleft lips & palates, a smile means more (6/25/24—7/20/24)
- Wounded Warrior-Realizing what’s possible through support (6/25/24—7/20/24)
- Children International-access to crucial services such as education, healthcare and social programs. (6/25/24—7/31/24)
- Belonging Begins with us – talking about nearly 75% of Americans report feeling like they don’t belong in their community. (7/24/24—8/24/24)
- National Pest Management –life lessons from love ones on daily habits that keep our homes safe from pest. (7/25/24—8/24/24)
- Leaders Shaping Lives, Kids going back to school (8/6/24—8/31/24)
- Stand up 2 Cancer (8/22/24—9/30/24)
- Fatherhood Involvement (8/22/24—9/30/24)
- Youth Vaping Prevention (8/22/24—9/30/24)
- Muscular Dystrophy (8/22/24—9/30/24)
- Night Out for Natalie, a 3 year old diagnosed with Stage 4 Metastatic high risk neuroblastoma(8/26/24—9/6/24)
- Safe Gun Storage (9/12/24—9/30/24)
- World Wildlife (End Plastic Pollution) 9/16/24—9/31/24)
- VA Loans for Veterans (9/26/24—10/19/24)
- Women First Veterans (9/26/24—10/31/24)
- Prostate Cancer (10/8/24—11/30/24)
- Because Love Protects –Child Car Safety (10/7/24—11/30/24)
- One Upmanship –Child Car Safety (10/7/24—11/30/24)
- Night Shift –Child Car Safety (10/7/24—11/30/24)
- Play Defense on Flu Vaccination (10/22/24—3/31/2025)
- Type 2 Diabetes Remote Control (11/1/24—11/30/24)
- Gift of Hope (11/20/24—12/20/24)
- The Two Millionth Smile – 11/20/24—12/20/24)
- Fighting Blindness –(11/26/24—12/14/24)
- Supporting Mental Health –(12/12/24—1/31/25)
- Bad Axe 8th grade Pulled Pork Dinner (12/24/24—1/14/25)
- January National Mentoring Month (1/8/25—1/31/25)
- Eldercare (1/14/25—1/31/25)

- Alzheimers Disease (1/14/25–1/31/25)
- Safe Gun Stories – (1/16/25–2/28/25)
- Lung Cancer (1/16/25–1/31/25)
- Homes for our Troops (1/16/25–2/28/25)
- The Reason Understandings (1/16/25–2/28/25)
- Four words, children finding happiness thru gaming in hospitals (1/28/25–2/22/25)
- Muscular Dystrophy celebrating 75 years of help people (1/28/25–2/22/25)
- Special Olympics Huron County Region Ten -Hoopin with Hero's (2/10/25–2/22/25)
- American Heart Association -Nation of Lifesavers (2/6/25–2/28/25)
- Shriner Hospital -Family by our Side (2/6/25–2/28/25)
- Veterans Crisis (The question) (2/27/25–3/29/25)
- Sanilac County Community Baby Shower (helping moms get their baby off to a good & Healthy start) (3/4/25–4/22/25)
- Law Enforcement Against Drugs & Violence- Kids & Social Pressure (3/7/25–3/31/25)
- Nutrition Month, Healthy Kids are better learners – 2nd Grade Students from all local area schools in the Thumb talking about healthy eating. (3/1/25–3/29/25)
- Youth Vaping -(3/13/25–4/5/25)
- America Humane Society, protecting pets (3/1/25–4/5/25)
- Children's Cancer Research (What would it take) (3/18/25–4/30/25)