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**Annual EEO Public File Report Form**  
**WKHQ, WLXT, WMBN, WMKT**  
**Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WKHQ, WLXT, WMBN, WMKT, of Chalevoix and Petoskey and is required to be placed in the public inspection files of these station and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning June 1, 2008 to and including May 31, 2009 (the “Applicable Period”).

The FCC’s 2002 EEO Rules requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviews for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time jobs listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.



**Appendix 1 to Annual EEO Public File Report**

Covering the Period from June 1, 2008 to and including May 31, 2009

Station(s) Comprising Station Employment Unit: WKHQ, WLXT, WMBN, WMKT

Section 1: Vacancy Information

Full-time Positions	Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviews from All Sources for This Position
Tracy Ulrich	Sales	Job Fair	10
Dean Smith	Sales	Special Hire	1
Nancy Richmond	Sales	On air ad	11
Carl Pruchniak	OnAir	All Access ad	8
Josh Garber	On Air	All Access ad	9
Patti Bandemer	Office Mgr.	On air ad	21
<b>Total number of people interviewed during this period</b>			<b>60</b>

## Appendix 2 to Annual EEO Public File Report

### EEO Job Notification Resource List

MacDonald Garber Broadcasting contacts all or some of the following organizations whenever it seeks to hire

new, full-time employees. In addition it notifies all current employees of any new, full-time job openings that

they may want to apply for. Organizations can request to be added to this notification list by contacting Irene

Bielenberg at (231)347-8713 or by email at [jobs@106khq.com](mailto:jobs@106khq.com). MacDonald Garber Broadcasting is an Equal

Opportunity Employer and encourages women and minorities to apply for positions/

#### **Traverse City Record Eagle**

120 West Front Street, TC, Michigan 49684

P.O. Box 632, Traverse City, Michigan 49685

Phone: (231) 946-2653

Toll-free 1-800-968-8273

Fax: (231) 946-8273

[classifieds@record-eagle.com](mailto:classifieds@record-eagle.com)

#### **Petoskey News-Review**

P.O. Box 528

Petoskey, MI 49770

(231) 347-2544

General fax line (231) 347-6833

[sgibson@petoskeynews.com](mailto:sgibson@petoskeynews.com)

#### **Cadillac News**

130 N. Mitchell St.,

P.O. Box 640,

Cadillac, Michigan 49601-0640

Phone: 231-775-6565

Fax: 231-775-8790

[classifieds@cadillacnews.com](mailto:classifieds@cadillacnews.com)

#### **Specs Howard Broadcasting School**

19900 West 9 Mile Road

Southfield, Michigan 48075

248-358-9000

Fax 248-746-9772

Kathy McIntyre

[kmcintyre@specshoward.edu](mailto:kmcintyre@specshoward.edu)

#### **Michiguide.com**

P.O. Box 99392

Troy, Michigan 48099-9392

248-433-4530

[michiguide@hotmail.com](mailto:michiguide@hotmail.com)

#### **Radio & Records, Inc.**

10100 Santa Monica Blvd. Third Floor

Los Angeles, CA 90067-4004

Tel 310-553-4330

Fax 310-203-9763

[tnovia@rronline.com](mailto:tnovia@rronline.com)

#### **All Access Music Group**

28955 Pacific Coast Highway

Suite 210-5

Malibu, California 90265

310-457-6616

Fax 310-457-8058

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

**Michigan Association of Broadcasters**

819 North Washington Ave

Lansing, MI 48906

1-800-968-7622 or (517) 484-7444

Fax (517) 484-5810

[mab@michmab.com](mailto:mab@michmab.com)

**Alpena Community College**

666 Johnson St.

Alpena, MI 49707

Phone: (989)358-7234

Fax: (989)358-7554

Frank McCourt

Career Services

**Bay Mills Community College**

12214 West Lakeshore Dr

Brimley, MI 49715

Phone: (800)844-2622

**American Women in Radio & Television**

965 Century SW

Grand Rapids, MI 49503

Phone: (616)247-3600

Fax: (616)247-1169

Suzin Vandercook Claver

[vandercook.suzin@broadband.att.com](mailto:vandercook.suzin@broadband.att.com)

**Central Michigan University**

340 Moore Hall

Mount Pleasant, MI 48859

Phone: (989)774-3851

(989)774-2426

Joan McDonald

Broadcast & Cinematic Arts Dept

[macdon1jk@cmich.edu](mailto:macdon1jk@cmich.edu)

**Central Michigan University**

101 Forest Hall

Mount Pleasant, MI 48859

Kathy Jussila

Career Services

**Lake Superior Community Partnership**

501 South Front St

Marquette, MI 49855

Phone: (906)226-6591

Fax: (906)226-2099

Amy Clickner

[mqtinfo@marquette.org](mailto:mqtinfo@marquette.org)

**Michigan Department of Career  
Development**

1048 Pierport Suite1

Lansing, MI 48913

Phone: (866)694-6257

Fax: (517)335-0833

Jody Valley  
[valleyj@michigan.gov](mailto:valleyj@michigan.gov)

**Michigan State University**

6 Student Services Building  
East Lansing, MI 48825  
Phone: (517)335-9510  
Fax: (517)353-2597

Naomi Lilly  
Career Development  
[lillyna@csp.msu.edu](mailto:lillyna@csp.msu.edu)

**Michigan State University**

409 Communication Arts Building  
East Lansing, MI 48825  
Phone: (517)355-8372  
Fax: (517)355-1292

Gary Reid  
Department of Telecommunication  
[reidg@msu.edu](mailto:reidg@msu.edu)

**Michigan Works-Emmet County**

2225 Summit Park Dr  
Petoskey, MI 49770  
Phone: (231)347-5150  
Fax: (231)348-4454

**Michigan Works-Grand Traverse County**

1209-C South Garfield Rd.  
Traverse City, MI 49686  
Phone: (800)442-1074  
Fax: (231-922-3737

**Michigan Works-Otsego County**

111 South Michigan  
PO Box 1220  
Gaylord, MI 49734  
Phone: (989)732-3886  
Fax: (989)732-6023

**Michigan Works-Wexford County**

1909 North Mitchell St  
Cadillac, MI 49601  
Phone: (231)775-3408  
Fax: (231)775-1584

**Northern Michigan University**

1401 Presque Isle, 1102 University Center  
Marquette, MI 49855  
Phone: (906)227-2800  
Fax: (906)227-2807

Karry Mohr  
Job Search Center  
[kmohr@nmu.edu](mailto:kmohr@nmu.edu)

**Northwestern Michigan College**

1701 East Front St  
Traverse City, MI 49686  
Phone: (231)922-1091  
WNMC-FM

**University of Michigan**

105 South State St, 220 Frieze  
Ann Arbor, MI 48109

Phone: (734)647-9723  
Fax: (734)764-3288  
LaVerne Cotham  
Department of Communications Studies  
[cothaml@umich.edu](mailto:cothaml@umich.edu)

**University of Michigan**

3200 Student Activities Building  
Ann Arbor, MI 48109  
Phone: (734)764-7460  
Fax: (734)763-9268

Career Services

**Ferris State University**

1201 South State St, CSS 101  
Big Rapids, MI 49307-2747  
Phone: (231-591-2683

Kristi Williams

[kristi\\_williams@ferris.edu](mailto:kristi_williams@ferris.edu)

**Baker College**

Phone: (231)876-3104  
Fax: (231)775-8505

Jackie Soltman

**National Association  
of Broadcasters Education  
Foundation**

<http://www.nab.org/AM/Template.cfm?Section=Home2>

1771 N Street, NW  
Washington, DC 20036  
202 429 5300

[nabef@nab.org](mailto:nabef@nab.org)

**The National Association of Hispanic Journalists**

1000 National Press Building  
529 14th St., NW  
Washington, DC 20045-2001, USA

E-mail: [nahj@nahj.org](mailto:nahj@nahj.org)

Phone: 202.662.7145 / 1.888.346.NAHJ

Fax: 202.662.7144

**CCNMA**

**USC Annenberg School of Journalism**

300 S. Grand Ave., Suite 3950  
Los Angeles, CA 90071-3175  
Phone: (213) 437-4408 / Fax: (213) 437-4423

E-mail: [ccnmainfo@ccnma.org](mailto:ccnmainfo@ccnma.org)

**Broadcast Employment  
Services**

P.O. Box 4116  
Oceanside, CA 92052

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

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

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

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

**California Chicano News Media Association**

[ccnma.org](http://ccnma.org)

[www.radioearth.com/classads.html](http://www.radioearth.com/classads.html)

### **Appendix 3 to Annual EEO Public File Report Form**

Covering the Period from June 1, 2007 to and including May 31, 2008

Station(s) Comprising Station Employment Unit: WKHQ, WLXT, WMBN, WMKT

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WKHQ, WLXT, WMBN, WMKT

#### Description of the Activities:

On March 24th, 2009, Operations Manager Greg Marshall attended the Michigan Works job fair at Castle Farms in Charlevoix. All stations ran promotional announcements promoting the event to maximize attendance. MacDonald Garber Broadcasting did not have opening, but Greg Marshall provided incite on our industry to several potential employees as we took resumes for future openings. As an added incentive to encourage attendance, we held a drawing ticket giveaway at the event. Attendents entered a drawing to win a pair of tickets to Avalanche Bay, a local year round indoor waterpark. 4 pair of tickets were given away in total.

On March 24th, 2009, Operations Manager Greg Marshall attended the Michigan Works job fair at the Emmett/Charlevoix County Fairgrounds in Petoskey. All stations ran promotional announcements promoting the event to maximize attendance. MacDonald Garber Broadcasting did not have opening, but Greg Marshall provided incite on our industry to several potential employees as we took resumes for future openings. As an added incentive to encourage attendance, we held a drawing ticket giveaway at the event. Attendents entered a drawing to win a pair of tickets to Avalanche Bay, a local year round indoor waterpark. 4 pair of tickets were given away in total.

On April 8th, 2009, Operations Manager Greg Marshall attended the Michigan Works job fair at The Eagles Hall in Gaylord. All stations ran promotional announcements promoting the event to maximize attendance. MacDonald Garber Broadcasting did not have an opening at this time, but Greg Marshall provided incite on our industry to several potential employees as we took resumes for future openings. As an added incentive to encourage attendance, we held a drawing ticket giveaway at the event. Attendents entered a drawing to win a pair of tickets to Avalanche Bay, a local year round indoor waterpark. 4 pair of tickets were given away in total.