

MacDonald Garber BROADCASTING

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 Charlevoix 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, 2009 to and including May 31, 2010 (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 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.

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Appendix 1 to Annual EEO Public File Report Covering the Period from June 1, 2009 to and including May 31, 2010

Stations Comprising Station Employment Unit: WKHQ, WLXT, WMBN, WMKT
Section 1: Vacancy Information

Job Title	Recruitment Source of Hiree	Total Number of Interviews from All Sources for Position
Sales Associate	Unit Employee Reference	4
Sales Manager	Station web site	3
Sales Associate	Traverse City Record Eagle	5
Sales Associate	On air announcements	4
Sales Associate	Unit Employee reference	5

Appendix 2 to Annual EEO Public File Report

EEO Job Notification Resource List

MacDonald Garber Broadcasting contacts 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 Patti Bandermer at (231)347-8713 or by email at 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

Petoskey News-Review

P.O. Box 528
Petoskey, MI 49770
(231) 347-2544
General fax line (231) 347-6833
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

Specs Howard Broadcasting School

19900 West 9 Mile Road
Southfield, Michigan 48075
248-358-9000
Fax 248-746-9772
Kathy McIntyre
kmcintyre@specshoward.edu

Michiguide.com

P.O. Box 99392
Troy, Michigan 48099-9392
248-433-4530
michiguide@hotmail.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

Central Michigan University

340 Moore Hall
Mount Pleasant, MI 48859
Phone: (989)774-3851
(989)774-2426
Joan McDonald
Broadcast & Cinematic Arts Dept
macdonljk@cmich.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

Michigan Works-Emmet County

2225 Summit Park Dr
Petoskey, MI 49770
Angie Ross
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

North Central Michigan College

1515 Howard St.
Petoskey, MI 49770
Cameron Koch
Phone: (231) 348 6601
Email: ckoch@ncmich.edu

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

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

Ferris State University
1201 South State St, CSS 101
Big Rapids, MI 49307-2747
Phone: (231-591-2683
KristiWilliams
kristi_williams@ferris.edu

Baker College
Phone: (231)876-3104
Fax: (231)775-8505
Jackie Soltman

**National Association
of Broadcasters Education
Foundation**
1771 N Street, NW
Washington, DC 20036
202 429 5300
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
Phone: 202.662.7145 / 1.888.346.NAHJ
Fax: 202.662.7144

**California Chicano News Media Association
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

Broadcast Employment Service
P.O. Box 4116
Oceanside, CA 92052
Fax: (760) 754-2115
Email: jobs@tvjobs.com
www.amfmjobs.com

RADIO ONLINE LLP
3500 Tripp Ave
Amarillo, TX 79121-1637
www.radioonlinejobs.com

Other Web sites:

www.airtalents.com
www.tvandradiojobs.com
www.discoverypetoskey.com

Appendix 3 to Annual EEO Public File Report Form

Covering the Period from June 1, 2009 to and including May 31, 2010

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:

Job Fair:

On Wednesday March 3rd 2010, Operations Manager Greg Marshall participated in the Michigan Association of Broadcasters Great Lakes Broadcasters Conference Job Fair at the Lansing Center in Lansing Michigan. Marshall worked at the stations' booth at the event, answering questions and giving advice on how to pursue a career in Radio and what it takes to be successful in the ever-changing industry. As well as taking resumes and other material for future openings.

Training Of Management Staff:

On Tuesday May 11th, 2010, Operations Manager Greg Marshall attended the Michigan Association of Broadcasters EEO training seminar Brendan Holland, a DC attorney with David Wright Tremaine LLP. The seminar was held at the Communications Arts and Sciences Building on the campus of Michigan State University in East Lansing, MI. Attorney Holland spoke to the in person gathering along with over 500 individuals from 28 states with over 50 from Michigan alone, watching the MAB EEO Webcast. The free webcast was provided as a service to MAB members with a choice of attending in person, on the webcast or both. Besides Marshall attending in person, President and owner of this unit Trish Garber viewed the proceeding online. Garber and Marshall held a phone conference shortly after the event the same day, along with discussions over the next few days to make certain command staff is up to date with EEO procedures.

On-Air Announcements:

The Unit ran on-air announcements stating that the stations are equal opportunity employers and that any organization wishing to be placed on the mailing list to learn of future job vacancies can contact the stations, as well as how to do so. All the stations ran these on-air announcements on a regular basis during varied time slots throughout each station's schedule for this reporting period.

Internship Program:

The Unit offers college and university students the opportunity to learn the day to day process and workings of radio stations for school credit. Those who do not qualify for school credit are paid a stipend for their intern services. The internship typically lasts 10 to 12 weeks depending on a student's availability. Participants must work a minimum of 15 hours per week. The internship program provides an opportunity for the students to learn how to produce commercials, edit and dub recordings, coordinate a promotional event, work the audio board, work with broadcast talent, and various other activities which teach interns the skills necessary for employment in the broadcasting industry. Five participated in the internship program during the reporting period.

Educational Outreach:

On December 8th 2009, the Petoskey Junior Girl Scout Troop #10358 visited the unit and met with WKHQ/WLXT Promotions Director and WKHQ afternoon talent Carl Anthony who gave the troop a tour of all the stations, and discussed his role and duties as Promotions Director. He also spent time discussing the different employment opportunities in the radio industry, and what type of education and training is required to be successful in those positions.

On February 25th 2010, The Petoskey Cub Scout Troop Pack 5 visited the unit and met with Sales Associate Dean Smith along with WKHQ/WLXT Promotions Director and WKHQ afternoon talent Carl Anthony who gave the troop a tour of all the stations, and discussed their duties and roles for the unit. They also spent time discussing the different employment opportunities in the radio industry, and what type of education and training is required to be successful in those positions.