



**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, and Charlevoix/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, 2006 to and including May 31, 2007 (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, 2006 to and including May 31, 2007

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 Interviewees from All Sources for This Position
1	Monique Devitt Sales Associate – WKHQ, WLXT, WMBN, WMKT	job/career fair	5
2	Eric Hogleund Morning Show Host/Program Director – WLXT	All Access.com	3
3	Peggy Small Sales Assistant/Receptionist	Radio Ads	7
4	Shannon Winnie Sales Assistant/Receptionist	Radio Ads	4
5	Delbert Nixon Afternoon On-Air Personality	Position created for Hiree	Special
6	Ron Foeller General Manager	Position created for Hiree	Special
7			
8			
9			
10			
11			
12			
13			
14			
15			

Total Number of Persons Interviewed During the Applicable Period: 19



MacDonald Garber
BROADCASTING

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person	Total Number of Interviewees This Source has Provided During this Period (If Any)	Full-time Positions for Which this Source was Utilized
<p>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</p>		
<p>Petoskey News-Review P.O. Box 528 Petoskey, MI 49770 (231) 347-2544 General fax line (231) 347-6833 sgibson@petoskeynews.com</p>		
<p>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</p>		
<p>All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 310-457- 6616 Fax 310-457-8058 www.allaccess.com</p>	1	
<p>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</p>		
<p>Michiguide.com P.O. Box 99392 Troy, Michigan 48099-9392 248- 433-4530 michiguide@hotmail.com</p>		

<p>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</p>		
<p>Specs Howard Broadcasting School 19900 West 9 Mile Road Southfield, Michigan 48075 248-358-9000 Fax 248-746-9772 Kathy McIntyre kmcintyre@specshoward.edu</p>		
<p>Alpena Community College 666 Johnson St. Alpena, MI 49707 Phone: (989)358-7234 Fax: (989)358-7554 Frank McCourt Career Services</p>		
<p>Bay Mills Community College 12214 West Lakeshore Dr Brimley, MI 49715 Phone: (800)844-2622</p>		
<p>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</p>		
<p>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</p>		
<p>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</p>		
<p>Michigan Works-Emmet County 2225 Summit Park Dr Petoskey, MI 49770 Phone: (231)347-5150 Fax: (231)348-4454</p>		

Central Michigan University 101 Forest Hall Mount Pleasant, MI 48859 Kathy Jussila Career Services		
Michigan Works-Grand Traverse County 1209-C South Garfield Rd. Traverse City, MI 49686 Phone: (800)442-1074 Fax: (231-922-3737		
Lake Superior Community Partnership 501 South Front St Marquette, MI 49855 Phone: (906)226-6591 Fax: (906)226-2099 Amy Clickner mqtinfo@marquette.org		
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		
Michigan Department of Career Development 1048 Pierport Suite1 Lansing, MI 48913 Phone: (866)694-6257 Fax: (517)335-0833 Jody Valley valleyj@michigan.gov		
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		
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		
Northwestern Michigan College 1701 East Front St Traverse City, MI 49686 Phone: (231)922-1091 WNMC-FM		
University of Michigan 3200 Student Activities Building Ann Arbor, MI 48109 Phone: (734)764-7460 Fax: (734)763-9268 Career Services		
On-Air announcements	2	
University of Michigan 105 South State St, 220 Frieze Ann Arbor, MI 48109 Phone:		

<p>(734)647-9723 Fax: (734)764-3288 LaVerne Cotham Department of Communications Studies cothaml@umich.edu</p>		
<p>Baker College Phone: (231)876-3104 Fax: (231)775-8505 Jackie Soltman</p>		
<p>Ferris State University 1201 South State St, CSS 101 Big Rapids, MI 49307-2747 Phone: (231-591-2683 Kristi Williams kristi_williams@ferris.edu</p>		

<p>Word of mouth</p>		
<p>Job fairs</p>	<p>1</p>	



Appendix 3 to Annual EEO Public File Report Form

Covering the Period from June 1, 2006 to and including May 31, 2007

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:

Michigan Association of Broadcasting Career Fair,

Central Michigan University, Mt. Pleasant, MI on October 3rd, 2006.

Trish Garber, CEO/President represented MacDonald Garber Broadcasting at this career fair where many came to search for employment opportunities. We made available, information about various positions that might be available now and in the near future to over 50 students. Employment applications were handed out and we received 28 resumes.

Michigan Association of Broadcasting Career Fair,

Lansing, MI on March 14th, 2007

Greg Marshall, AM's Operations Director and Luke Spencer, FM's Operations Director attended the career fair

Internship for non broadcasting student

Maria Pickl was hired as a paid intern for the summer of 2006. Maria was an excellent apprentice and acquired the skills necessary to pursue a career in broadcasting.



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 Chery Louise 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

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

All Access Music Group

28955 Pacific Coast Highway Suite 210-5
Malibu, California 90265
310-457-6616 Fax 310-457-8058
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

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
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Phone: (800)844-2622

American Women in Radio & Television

965 Century SW
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Phone: (616)247-3600 Fax: (616)247-1169
Suzin Vandercook Claver
vandercook.suzin@broadband.att.com

Central Michigan University

340 Moore Hall
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Phone: (989)774-3851 (989)774-2426
Joan McDonald
Broadcast & Cinematic Arts Dept
macdonljk@cmich.edu

Central Michigan University

101 Forest Hall
Mount Pleasant, MI 48859
Kathy Jussila Career Services

Lake Superior Community Partnership

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Marquette, MI 49855
Phone: (906)226-6591 Fax: (906)226-2099
Amy Clickner
mqinfo@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

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

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
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

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Traverse City, MI 49686
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University of Michigan

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220 Frieze
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University of Michigan

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Ann Arbor, MI 48109 Phone: (734)764-7460
Fax: (734)763-9268
Career Services

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CSS 101
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Baker College

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Jackie Soltman