



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 station: WKHQ, WLXT, WMBN, WMKT of Charlevoix and Petoskey and is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites. The information contained in this Report covers the time period beginning June 1, 2019 to and including May 31, 2020 (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.



MacDonald Garber BROADCASTING

Appendix 1 to Annual EEO Public File Report

Covering the Period from June 1, 2019 to and including May 31, 2020

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
WKHQ Morning Host	All Access	2
	Industry consultant reference	1
WKHQ Morning Co-Host	All Access	2
	Industry consultant reference	1
Multi-media Sales consultant	On air announcements all stations	3
	NMC Career Fair	1
Multi-media Sales consultant	On air announcements all stations	2
	Unit employee referral	1
Multi-media Sales consultant	Unit employee referral	1
	Indeed.com	2

Appendix 2 to Annual EEO Public File Report

EEO Job Notification Resource List

MacDonald Garber Broadcasting contacts some or all 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 Sherrie Mallon at (231)347-8713 or by email at careers@106khq.com. MacDonald Garber Broadcasting is an Equal Opportunity Employer and encourages women and minorities to apply for positions.

All Access Music Group

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

Specs Howard Broadcasting School

19900 West 9 Mile Road
Southfield, Michigan 48075
248-358-9000
Fax 248-746-9772
Brent Carey
bcarey@specshoward.edu

Monster.com

Indeed.com

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

North Central Michigan College

1515 Howard St.
Petoskey, MI 49770
Phone: (231) 348 6601
Email: www.ncmich.edu/new_crc/postings.php

Northwestern Michigan College

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

Petoskey News-Review

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

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

Central Michigan University

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

Michigan State University

409 Communication Arts Building
East Lansing, MI 48825
Phone: (517)355-6500
Fax: (517)355-1292
Career Services

Northern Michigan University

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

Fax: (906)227-2807

careers@nmu.edu

University of Michigan

105 South State St, 220 Frieze

Ann Arbor, MI 48109

Phone: (734)647-9723

Fax: (734)764-3288

Department of Communications Studies

Ferris State University

1201 South State St, CSS 101

Big Rapids, MI 49307-2747

Phone: (231-591-2683

Career Services

Baker College

Phone: (231)876-3104

Fax: (231)775-8505

**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

Other Web sites:

www.airtalents.com

www.tvandradijobs.com

Appendix 3 to Annual EEO Public File Report Form

Covering the Period from June 1, 2019 to and including May 31, 2020

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 Fairs:

On October 18, 2019, 8:30a-1:30p, participated in MiCareer Quest event with Char-Em ISD. MacDonald Garber Broadcasting was present with booth to highlight career opportunities in the radio industry to over 800 students...including programming, sales, engineering, digital positions. WKHQ, WLXT, WMBN, WMKT featured. President Kerry Davis was present.

On April 4, 2020, 10a-3p, MacDonald Garber Broadcasting was scheduled as a sponsor partner for Northern Michigan's Largest Hiring Fair at the Ellison Place in Gaylord. 70+ employers were scheduled to participate with anticipation of over 500 job seekers. MacDonald Garber Broadcasting was slated to represent the radio industry highlighting all types of jobs in the industry... and available positions with MGB. President Kerry Davis was scheduled to attend along with on-air talent. EVENT WAS CANCELLED one week prior due to COVID-19 outbreak.

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 6 to 10 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. One person participated in the internship program during the reporting period.

Education Outreach:

On June 19, 2019, NCMC's College for Kids summer students visited the WKHQ studios. Students- ages 6-10, were hosted by President, Kerry Davis and on-air personality, Eric Rae. Students learned how a radio station gets on the air, what jobs are involved to make that happen. Eric provided kids a hands-on experience on the board...and all recorded a shout out that they could hear on their way home.

On January 9, 2020, President Kerry Davis and Lite 96.3 Brand Manager, Diane Hansell, were part of a media panel for Leadership Charlevoix County class. 20+ participants were each provided a 15-minute window to talk about careers in broadcast and how radio can assist their business/organization/community effort on a public service scale.

On March 18, 2020, President Kerry Davis was scheduled to attend the Petoskey Rotary Career Day at the Petoskey Middle School from 8a -11a. Create an inter-active presentation with students being DJ's or script writers. Also covered the business and engineering side of the world of radio. EVENT WAS CANCELLED 4 days prior to date due to COVID-19 outbreak.