



**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, 2007 to and including May 31, 2008 (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, 2007 to and including May 31, 2008

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	Stephen Adcock Sales	On air announcement	12
2	Chris Grody Sales assistant	On air announcement	12
3	Jessica Schrock Sales	Special Hire	1
4	Todd Thurston Sales	Career Fair	6
5	Eric Rae On Air Personality	Special Hire	1
6	Greg Derue General Manager	NAB website	1
7			
8			
9			
10			
11			
12			
13			
14			
15			

Total Number of Persons Interviewed During the Applicable Period: _____33 _____



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>		
<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</p>		

Kathy McIntyre <u>kmcintyre@specshoward.edu</u>		
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 <u>vandercook.suzin@broadband.att.com</u>		
Michigan State University 409 Communication Arts Building East Lansing, MI 48825 Phone: (517)355-8372 Fax: (517)355-1292 Gary Reid Department of Telecommunication <u>reidg@msu.edu</u>		
Central Michigan University 340 Moore Hall Mount Pleasant, MI 48859 Phone: (989)774-3851 (989)774-2426 Joan McDonald Broadcast & Cinematic Arts Dept <u>macdonljk@cmich.edu</u>		
Michigan Works-Emmet County 2225 Summit Park Dr Petoskey, MI 49770 Phone: (231)347-5150 Fax: (231)348-4454		

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 <u>mqinfo@marquette.org</u>		
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 <u>valleyj@michigan.gov</u>		
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 <u>kmohr@nmu.edu</u>		

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		
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		
Baker College Phone: (231)876-3104 Fax: (231)775-8505 Jackie Soltman		
Ferris State University 1201 South State St, CSS 101 Big Rapids, MI 49307-2747 Phone: (231)-591-2683 Kristi Williams kristi_williams@ferris.edu		
Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052		
www.airtalents.com		
www.amfmjobs.com		
www.tvandradijobs.com		
www.RadioOnlineJobs.com		
www.California Chicano News Media Association ccnma.org		
www.radioearth.com/classads.html		
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		
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		

National Association of Broadcasters Education Foundation 1771 N Street, NW Washington, DC 20036 202 429 5300 nabef@nab.org		1
On Air Announcement		2
Word of mouth		
Job fairs		1



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:

Michigan Association of Broadcasting Career Fair ,

Central Michigan University, Mt. Pleasant, MI 10/2/2007

Greg Marshall Operations Director attended the career fair.

Michigan Association of Broadcasting Career Fair,

MAB Great Lakes Job Fair, Grand Rapids, 3/11/2008,

Greg Marshall Operations Director attended the career fair.

Northwest Michigan Works! Job Fair

on Wednesday, April 23, 2008, 12:30 PM - 4:30 PM at the
Emmet-Charlevoix County Fairgrounds Community Building on
Charlevoix Avenue in Petoskey Greg Marshall Operations
Director attended the career fair

MacDonald Garber Broadcasting Career Fair,

Petoskey, MI on May 15th, 2008

Greg Marshall the AM's Operations Director directed the career fair.



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. 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
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
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Central Michigan University

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(989)774-2426
Joan McDonald
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macdon1jk@cmich.edu

Central Michigan University

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Mount Pleasant, MI 48859
Kathy Jussila
Career Services

Lake Superior Community Partnership

501 South Front St
Marquette, MI 49855
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Fax: (906)226-2099
Amy Clickner
mqinfo@marquette.org

Michigan Department of Career Development

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Fax: (517)335-0833
Jody Valley
valleyj@michigan.gov

Michigan State University

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Michigan State University

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Gary Reid
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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
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Fax: (231)775-1584

Northern Michigan University

1401 Presque Isle, 1102 University Center
Marquette, MI 49855
Phone: (906)227-2800
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Karry Mohr
Job Search Center
kmohr@nmu.edu

Northwestern Michigan College

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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

University of Michigan

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Phone: (734)764-7460
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Kristi Williams
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Baker College

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Fax: (231)775-8505
Jackie Soltman

**National Association
of Broadcasters Education
Foundation**

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

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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

CCNMA

USC Annenberg School of Journalism

300 S. Grand Ave., Suite 3950
Los Angeles, CA 90071-3175
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E-mail: ccnmainfo@ccnma.org

**Broadcast Employment
Services**

P.O. Box 4116
Oceanside, CA 92052

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www.RadioOnlineJobs.com

California Chicano News Media Association

ccnma.org

www.radioearth.com/classads.html