

EEO Annual Report

For the period beginning June 1, 2008 and ending May 31, 2009.

This report covers the following employment units:

<u>Call Sign</u>	<u>FID</u>	<u>Class</u>	<u>Community</u>	<u>LMA</u>
WYSS-FM	977	C1	Sault Ste Marie	No
WMKD-FM	59529	C1	Pickford	No
WIHC-FM	8125	C2	Newberry	No
WKNW-AM	978	C	Sault Ste Marie	No

Full Time Hires:

The following is a list of full time hires made in the SEU during the broadcast year.

1. Job Title: News Director
Date Filled: 8/13/08
Total # of Interviews: 5

Recruitment Sources Utilized:	Number of Referrals
Michigan Association of Broadcasters	3
Radio Advertising	2*
Employee Referrals	0

2. Job Title: Production Director
Date Filled: 5/4/09
Total # of Interviews: 5

Recruitment Sources Utilized:

This hire used the revised recruitment source attached.

A source with an * was the source that referred the hire. A source with a + is an organization which requested that it be contacted as job openings occur.

The total number of persons interviewed for all full time positions during the period covered by this report was 10.

Menu Option List:

The following FCC recommended activities were engaged in during period covered by this report.

MANAGEMENT LEVEL EEO TRAINING – Northern Star Broadcasting Compliance Director Ben Momber met with Operations Manager Tim Ellis to review the Commission’s EEO rules. Mr. Momber explain how the rules worked and what was expected out of management during the hiring process and ways to prevent hiring discrimination in the work place.

INTERNSHIP PROGRAM – Station group employed a college intern during the last broadcast year. Steve Enfelis, a student from Lake Superior State University preformed various office tasks for the station. These duties included prepping on air staff for sports events, board operating, and assisted in the live broadcast at sports events.

OTHER EFFORTS – Corporate Chief Engineer Del Reynolds, UP Chief Engineer Coral Howe and Asst. Engineer Ben Momber assisted student engineers from Lake Superior State University station WLSO-FM in Sault Ste Marie. Mr. Reynolds and Mr. Momber worked with otherwise non-technical student engineers, taught RF theory, studio

design, transmitter repair and monitoring, EAS protocol, and a variety of other engineering practices. This unique program enlightened young students that might unaware of this type of career path in broadcasting.

Prepared on June 1, 2009 by:

Tim Ellis
Operations Manager - SSM
Northern Star Broadcasting

NSB SSM Recruitment Sources

Michigan Works Talent Bank
www.michiganworks.org (888) 253-6855
Interviews referred for June 1, 2008 to June 1, 2009: 1

MAB Job Bank
819 N Washington Ave
Lansing, MI 48906
www.michmab.com (517) 484-7444
Interviews referred for June 1, 2008 to June 1, 2009: 0

Specs Howard
19900 W. Nine Mile Road
Southfield, MI 48075
www.specshoward.edu (248) 358-9000
Interviews referred for June 1, 2008 to June 1, 2009: 0

Lake Superior State University Career Services
650 W. Easterday Ave
Sault Ste. Marie, MI 49783
<http://www.lssu.edu/careerservices> (906) 632-6841
Interviews referred for June 1, 2008 to June 1, 2009: 0

Northern Michigan University Career Services
1401 Presque Isle Ave
Marquette, MI 49855
<http://webb.nmu.edu/CareerServices/> (906) 227-2800
Interviews referred for June 1, 2008 to June 1, 2009: 0

Northwestern Michigan College
1701 E. Front Street
Traverse City, MI 49686
<http://www.nmc.edu/careers/> (231) 995-1000
Interviews referred for June 1, 2008 to June 1, 2009: 0

North Central Community College
1515 Howard Street
Petoskey, MI 49770
<http://crc.ncmich.edu/> (231) 348-6812
Interviews referred for June 1, 2008 to June 1, 2009: 0

Central Michigan University Career Services
Mount Pleasant, MI 48859
<http://www.careers.cmich.edu/> (989) 774-3068
Interviews referred for June 1, 2008 to June 1, 2009: 0

Grand Valley State University
206 Student Services Building
Allendale, MI 49401
<http://www.gvsu.edu/careers/> (616) 331-3311
Interviews referred for June 1, 2008 to June 1, 2009: 0

NSB Corporate Website

www.nsbroadcasting.com (231)627-2341

Interviews referred for June 1, 2008 to June 1, 2009: 0

Internal Office Posting

Interviews referred for June 1, 2008 to June 1, 2009: 1*

NSB Radio Stations WKNW, WYSS, WMKD, WIHC. Spots run 4/day, 7 days a week until position is filled

Interviews referred for June 1, 2008 to June 1, 2009: 3

Employee Referral

Interviews referred for June 1, 2008 to June 1, 2009: 0