

EEO ANNUAL PUBLIC FILE REPORT

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

Prepared for: Northern Star Broadcasting, LLC

This report covers the following employment units:

Call Sign	Facility ID	Class of Station	Community of License	LMA (yes/no)
WAVC	67218	C2	Mio	no
WCBY	56074	C	Cheboygan	no
WCKC	22183	A	Cadillac	no
WGFM	56073	C1	Cheboygan	no
WGFN	10750	C2	Glen Arbor	no
WJZJ	15631	C2	Glen Arbor	no
WLJZ	53290	C2	Mackinaw City	no
WMKC	42141	C	Indian River	no

A. Full Time Hires

The following is a list of full-time positions filled and recruitment sources used for each position:

1. Job Title: Account Manager
Date Filled: 06/02/08
Total # of interviews: NA

Recruitment Sources Utilized:	Number of Referrals
TC Record Eagle	NA
Michigan Association of Broadcasters	NA
Radio Advertising	1*
Employee Referrals	NA

2. Job Title: Account Manager
Date Filled: 06/02/08
Total # of interviews: N/A

Recruitment Sources Utilized:	Number of Referrals
TC Record Eagle	N/A
Michigan Association of Broadcasters	N/A
Radio Advertising	N/A
Employee Referrals	1*

3. Job Title: Production Director
Date Filled: 06/28/08
Total # of interviews: N/A

Recruitment Sources Utilized:	Number of Referrals
TC Record Eagle	N/A
Michigan Association of Broadcasters	N/A
Radio Advertising	N/A
Employee Referrals	1*

4. Job Title: News Director – WCBY
Date Filled: 06/28/08
Total # of interviews:

Recruitment Sources Utilized:	Number of Referrals
TC Record Eagle	N/A
Michigan Association of Broadcasters	N/A
Radio Advertising	N/A
Employee Referrals	1*

5. Job Title: Sales Director
Date Filled: 08/25/08
Total # of interviews: 6

Recruitment Sources Utilized:	Number of Referrals
TC Record Eagle	N/A
Michigan Association of Broadcasters	N/A
Radio Advertising	N/A
Employee Referrals	N/A
Radio-online.com	1*

6. Job Title: Account Manager (Core)
Date Filled: 09/2/08
Total # of interviews: N/A

Recruitment Sources Utilized:	Number of Referrals
TC Record Eagle	N/A
Michigan Association of Broadcasters	1*
Radio Advertising	N/A
Employee Referrals	N/A

7. Job Title: On-Air Personality (Ryan)
Date Filled: 09/08/08
Total # of interviews: N/A

Recruitment Sources Utilized:	Number of Referrals
TC Record Eagle	N/A
Michigan Association of Broadcasters	1*
Radio Advertising	N/A
Employee Referrals	N/A

8. Job Title: General Manager
Date Filled: 12/07/08
Total # of interviews: 1

Recruitment Sources Utilized:	Number of Referrals
0	0

Due to the need to fill the position on short notice, it was filled without the station engaging in its normal recruitment process.

9. Job Title: Marketing Consultant
Date Filled: 03/10/09
Total # of interviews: 11

Recruitment Sources Utilized:
This hire used the revised recruitment source attached.

10. Job Title: Marketing Consultant
Date Filled: 03/30/09
Total # of interviews: 11

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 16

Recruitment Activities

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 General Manager Mary Reynolds and Operations Manger Del Reynolds 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 WJZJ-FM employed 2 interns during the last broadcast year. Cameron Hoy and Levi Smith, both of Traverse City preformed various office tasks for the station. These duties included developing a listener data base, station mailings and hosting an evening radio show.

OTHER EFFORTS – Chief Engineer Del Reynolds 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 them 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:

Mary Reynolds
General Manager – LP
Northern Star Broadcasting

NSB L.P. Recruitment Sources

Michigan Works Talent Bank

www.michiganworks.org (888) 253-6855

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

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: 2*

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: 3

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: 2

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: 0

NSB Radio Stations WCKC, WGFN, WJZJ, WAVC, WMKC, WGFM, WLJZ, and WCBY-AM. Spots run 4/day, 7 days a week until position is filled

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

Employee Referral

Interviews referred for June 1, 2008 to June 1, 2009: 5