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:

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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