



EEO PUBLIC FILE

For the period beginning June 1, 2007 and ending May 31, 2008

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
WIDG	42146	D	St. Ignace	no
WJZJ	15631	C2	Glen Arbor	no
WLJZ	53290	C2	Mackinaw City	no
WMKC	42141	C	St. Ignace	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 Executive
 Date Filled: 4/30/07 (two hires)
 Total # of interview: Three (3)

Recruitment Sources Utilized
 (include name of source, address,
 contact person and telephone#)

of interviews Referred by
 Each Source

Traverse City Record Eagle 16 referral *

Michigan Association of Broadcasters Website (www.michmab.com) 5 referrals

2. Job Title: Account Manager
 Date Filled: 5/30/07
 Total # of interview: Three (3)

Recruitment Sources Utilized
 (include name of source, address,
 contact person and telephone#)

of interviews Referred by
 Each Source

Traverse City Record Eagle 11 referrals *

Michigan Association of Broadcasters Website (www.michmab.com) 5 referrals

3. Job Title: Receptionist
Date Filled: 6/10/07
Total # of interview: Four (4)

Recruitment Sources Utilized
(include name of source, address,
contact person and telephone#)

of interviews Referred by
Each Source

Cheboygan Daily Tribune 6 referrals*

Mackinaw Journal 1 referral

Shoppers Fair

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

4. Job Title: Account Executive
Date Filled: 4/30/07
Total # of interview: Three (3)

Recruitment Sources Utilized
(include name of source, address,
contact person and telephone#)

of interviews Referred by
Each Source

Traverse City Record Eagle 1 referral

Michigan Association of Broadcasters Website (www.michmab.com) 5 referrals

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

5.. Job Title: Account Executive
Date Filled: 5/5/08
Total # of interview: Three (3)

Recruitment Sources Utilized

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

Traverse City Record Eagle 13 referral *

Michigan Association of Broadcasters Website (www.michmab.com) 5 referrals

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

B. The total number of persons interviewed for all full time positions during the period covered by this report was 16.

C. Recruitment Activities

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

1. Type of Activity: Career Fair Michigan Association of Broadcasters, Lansing, MI. March 13, 2007

Description of Scope of Activity including:

Career Fair sponsored by the Michigan Association of Broadcasters. Geared toward graduating High School Seniors and graduating College Seniors. Present information on employment with Northern Star Broadcasting for all 21 radio stations. Presented Northern Star Broadcasting as an opportunity to individuals looking for a career in Radio Broadcasting. Took applications from interested parties.

Positions of Station Personnel involved:

Tammy Johnson, General Manager,

2. Type of Activity: Career Fair sponsored by Northern Michigan University (Summer 07)
Presented information on different positions available in Radio Broadcasting. Presented all 21 stations to current NMU students and recent graduates.

Description of Scope of Activity including:

Presented information on different positions available in Radio Broadcasting. Presented all 21 stations to current NMU students and recent graduates. Accepted resumes for open positions.

Position of Station involved:

Tammy Johnson, General Manager; Jennifer Andriacchi, Traffic Manager

3. Type of Activity: Careers About Town Worked with local teachers to give them an inside view of Radio Station Operations and Careers in Radio that they can take back to their classrooms.

Description of Scope of Activity including:

Teachers rotated and spent ½ day in our offices/studios observing and learning about Radio Station Operations, so that they can present to students interested in broadcasting career pathways.

Positions of Station Personnel involved:

Tammy Johnson, General Manager; Jennifer Andriacchi; Traffic Manager/Administrative Manager

4. Type of Activity: On-Air Outreach All stations airing 3/07).

Description of Scope of Activity including

Announcements air on the stations to inform the General Public of Careers in the Broadcast field and encourage individuals interested in a career in broadcasting to visit the Northern Star Broadcasting Website at WWW.nsbroadcasting.com.

Positions of Station Personnel involved:

Tammy Johnson, General Manager; Jack Reynolds, Production Manager

5. Type of Activity: Career Fair Michigan Association of Broadcasters, Lansing, MI. March 11, 2008

Description of Scope of Activity including

Career Fair sponsored by the Michigan Association of Broadcasters. Geared toward graduating High School Seniors and graduating College Seniors. Present information on employment with Northern Star Broadcasting for all 21 radio stations. Presented Northern Star Broadcasting as an opportunity to individuals looking for a career in Radio Broadcasting. Took applications from interested parties.

Positions of Station Personnel involved:

Name and Title of Person Who Prepared Report:

Tammy Wixtrom Johnson, General Manager/Market Sales Manager

(signature) _____

Date: Friday, May 30th, 2008

Telephone #: (231) 627-2341 (906) 225-1313