



**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, and Charlevoix/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 January 1, 2003 to and including December 31, 2003 (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 January 1, 2003 to December 31, 2003

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	Tim Huston Sales Manager	Referral	Special Hire No interviews
2	Irene Bielenberg Comptroller	On Air Announcement	8
3	Chad Hartley Account Executive	Referral	Special Hire No interviews
4	John Vandeventer PD for Lite 96	N/A	Promoted from within
5	Benjamin Nystrom DJ – Nite shift	Referral	13
6	Eric Hoglund PD for Lite 96	MAB job bank	18
7	Rochelle Newman Account Executive	Petoskey News Review	20
8	Jon Paul Michaels Account Executive	On Air Announcement	20 (same pool as above)
9	Eric Lind Account Executive	On Air Announcement	20 (same pool as above)
10	Caroline MacGregor Account Executive	Phone call in	4
11	Brian Brachel Chief Engineer	N/A	Special Hire No interviews
12	Tim Huston Account Executive	N/A	Special Hire/Rehire

Total Number of Persons Interviewed During the Applicable Period: _____ 63 _____



Appendix 2 to Annual EEO Public File Report Form

Covering the period from January 1, 2003 to December 31, 2003

Station(s) Comprising Station Employment Unit: WKHQ, WLXT, WMBN, WMKT

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
A	On Air Announcements WLXT, WKHQ, WMKT, WMBN		6
B	MAB Job Bank 517-484-7444ph 517-484-5810 fax		3
C	Petoskey News Review 231-347-2544ph 231-347-6833 fax		6
D	All Access 310-457-6616ph 310-457-8058 fax		
E	Michiguide.com 248-433-4530		
F	Radio & Records, Inc. 310-553-4330ph 310-203-9763 fax		
G			
H			
I			
J			
K			
L			
M			

**Indicates sources that have requested notification of job openings.*



Appendix 3 to Annual EEO Public File Report Form

Covering the Period from January 1, 2003 to December 31, 2003

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:

Job Fair-Michigan State University March 19, 2003

Ron Pritchard, Programs Director for MacDonald Garber Broadcasting 106KHQ attended this Job Fair which was a 4 hour long presence where hundreds of MSU Students that might be interested in a career related to broadcasting and media attended. We gave out numerous applications to interested individuals, described positions that might become available at some time in the future and collected 21 Resumes from interested students.

Broadcasting Career Fair-Grand Traverse Heritage Center April 17, 2003

Phill Orth, VP/GM of MacDonald Garber Broadcasting attended this Career Fair in Traverse City Michigan that was organized by the Heritage Center as part of their history in broadcasting exhibit in conjunction with the MAB. 4 Radio groups and 2 Broadcast TV stations were represented at this event and approximately 26 High School students came through the Job Fair during the 3 hours it was in operation. 4 Resumes were collected, several applications handed out and numerous questions answered about the radio stations and a career in broadcasting.

MAB Career Fair Lansing Michigan February 21, 2003

Tom Clemens, General Sales Manager attended this Job fair and represented all of our stations to the 100+ students and individuals that attended the event. We informed interested parties about our operations and positions that are available from time to time and we also collected Resumes and gave out job application forms to those who requested them.



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
vandercook.suzin@broadband.att.com

Central Michigan University

340 Moore Hall
Mount Pleasant, MI 48859
Phone: (989)774-3851
(989)774-2426
Joan McDonald
Broadcast & Cinematic Arts Dept
macdon1jk@cmich.edu

Central Michigan University

101 Forest Hall
Mount Pleasant, MI 48859
Kathy Jussila
Career Services

Lake Superior Community Partnership

501 South Front St
Marquette, MI 49855
Phone: (906)226-6591
Fax: (906)226-2099
Amy Clickner
mqinfo@marquette.org

Michigan Department of Career Development

1048 Pierport Suite1
Lansing, MI 48913
Phone: (866)694-6257
Fax: (517)335-0833
Jody Valley
valleyj@michigan.gov

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

Michigan State University

409 Communication Arts Building
East Lansing, MI 48825
Phone: (517)355-8372
Fax: (517)355-1292
Gary Reid
Department of Telecommunication
reidg@msu.edu

Michigan Works-Emmet County

2225 Summit Park Dr
Petoskey, MI 49770
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
Phone: (231)775-3408
Fax: (231)775-1584

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
kmohr@nmu.edu

Northwestern Michigan College

1701 East Front St
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

3200 Student Activities Building
Ann Arbor, MI 48109
Phone: (734)764-7460
Fax: (734)763-9268
Career Services

Ferris State University

1201 South State St, CSS 101
Big Rapids, MI 49307-2747
Phone: (231)591-2683
Kristi Williams
kristi_williams@ferris.edu

Baker College

Phone: (231)876-3104
Fax: (231)775-8505
Jackie Soltman