



WBTI, WHLS, WHLX, WPHM, WSAQ

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 station(s): WBTI-Lexington MI, WHLS-Port Huron MI, WHLX-Marine City MI, WPHM-St. Clair MI, WSAQ-Port Huron MI and is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning May 21, 2009 to and including May 20, 2010 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.

For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notifications 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.

The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

Data reflecting the total number of persons interviewed 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

A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in 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 job positions listed in Appendix 1.

For the 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 telephone or by e-mail.

APPENDIX 1

Covering the Period from May 21, 2009 to May 20, 2010

WBTI, WHLS, WHLX, WPHM, WSAQ

Annual EEO Public File Report

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total # of Interviewees from all Sources for this position
1.	Morning Show Co-Host WBTI	Specs Howard	5
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			

Total Number of Persons Interviewed During Applicable Period: 5

APPENDIX 2

Covering the Period from May 21, 2008 to May 20, 2009

WBTI, WHLS, WHLX, WPHM, WSAQ Annual EEO Public File Report

Section 2: Recruitment Source Information

	Recruitment Source (Name, Addr, Telephone#, Contact Person)	Total # of Interviewees this Source provided during period, if any.	Full-time Positions for which this Source was utilized.
1.	MAB/NAB Job Bank www.michmab.com	1	Morning Show Co-Host
2.	Broadcast Compliance Services 1700 Rockville Pike, Ste 400 Rockville, MD 20852 866-227-4336	0	Morning Show Co-Host
3.	SPECS Howard Dan Hughes 19900 W 9 Mile Rd Southfield, MI 48075 248-358-9000	2	Morning Show Co-Host
4.	RadioFirst-Internal Posting Kim Hyde 808 Huron Port Huron, MI 48060 810-982-9000	2	Morning Show Co-Host
5.	RadioFirst-Station Ads 808 Huron Port Huron, MI 48060 810-982-9000	0	
6.	Individual Referrals (word of mouth)	0	
7.	Walk In	0	
8.	Cold Call-Recruit	0	
9.	Web Surfing various "position wanted" sites	0	

*Indicates sources that have requested notification of job openings.

APPENDIX 3

Covering the Period from May 21, 2009 to May 20, 2010

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Annual EEO Public File Report

Section 1: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station(s):

Dec 30, 2009 – Jan 11, 2010 – Recruitment ads on our stations

Sep 2009 – May 2010 – Intern Programs/Job Shadows - SC4, CMU, Specs & High Schools – Paul Miller/Bill Gilmer/Chuck Santoni

Nov 2009 – May 2010 - Station Tours, Boy Scouts/Community Groups – Various

Nov 19, 2009 – PH Northern Senior Portfolio Day – Ben Coburn

March 27, 2010 – Port Huron High School Portfolio Day – Ben Coburn

March 31, 2010 – Crosswell-Lexington Senior Interview Day – Bill Gilmer

April 21, 2010 – SC4 Career Fair – Ben Coburn/Bill Gilmer

May 11, 2010 – Navigating the FCC's EEO Rules (MAB Webinar) – Kim Hyde