

SECTION 1: FULL TIME JOB OPENINGS FILLED
During This Period
TIME PERIOD COVERED MAY 25, 2009—MAY 31, 2010

STATIONS IN EMPLOYMENT UNIT:
WCBY; WLJZ; WAVC; WCKC; WGFN; WJZJ; WGFM; WMKC

FULL TIME POSITIONS FILLED BY JOB TITLE	DATE FILLED	RECRUITMENT SOURCE THAT REFERRED THE PERSON HIRED	NUMBER OF PERSONS INTERVIEWED
MARKETING CONSULTANT	9/2/09	Referral—hired from Competitor	1
MARKETING CONSULTANT	10/12/09	Referral—hired from Competitor	1
MARKETING CONSULTANT	1/25/10	Referral—hired from Competitor	1
TOTAL NUMBER OF PEOPLE INTERVIEWED FOR ALL JOB POSITIONS			3

SECTION 2: RECRUITMENT SOURCES
During This Period
TIME PERIOD COVERED MAY 25, 2009—MAY 31, 2010

STATIONS IN EMPLOYMENT UNIT:
WCBY; WLJZ; WAVC; WCKC; WGFN; WJZJ; WGFM; WMKC

RECRUITMENT SOURCE (NAME, ADDRESS, TELEPHONE NUMBER, CONTACT PERSON)	TOTAL NUMBER OF INTERVIEWEES THIS SOURCE HAS PROVIDED DURING THIS PERIOD	FULL—TIME POSITIONS FOR WHICH THIS SOURCE WAS UTILIZED
MICHIGAN ASSOCIATION OF BROADCASTERS WEB SITE	0	NONE
ON AIR PROMOTION ON EMPLOYMENT UNIT SIGNALS	1	NONE

SECTION 2: RECRUITMENT SOURCES
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STATIONS IN EMPLOYMENT UNIT:
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ADDITIONAL RECRUITMENT SOURCES THAT HAVE REQUESTED TO BE NOTIFIED OF FUTURE JOB OPENINGS AT STATION

RECRUITMENT SOURCE (NAME, ADDRESS, TELEPHONE NUMBER, CONTACT PERSON)	TOTAL NUMBER OF INTERVIEWEES THIS SOURCE HAS PROVIDED DURING THIS PERIOD	FULL—TIME POSITIONS FOR WHICH THIS SOURCE WAS UTILIZED
MICHIGAN ASSOCIATION OF BROADCASTERS WEB SITE	0	NONE
MICHIGAN WORKS- GRAND TRAVERSE CO. CHEBOYGAN COUNTY MACKINAC COUNTY EMMET COUNTY www.michworks.org	0	NONE

**SECTION 3: SUPPLEMENTAL (Non Vacancy Specific) RECRUITMENT ACTIVITIES UNDERTAKEN
During This Period
TIME PERIOD COVERED MAY 25, 2009—MAY 31, 2010**

**STATIONS IN EMPLOYMENT UNIT:
WCBY; WLJZ; WAVC; WCKC; WGFN; WJZJ; WGFM; WMKC**

EEO Training to Upper Level Management: During the Spring of 2010 the Stations in the Employment Unit provided training to the station group's upper level management regarding proper procedures and interviewing techniques to ensure equal opportunity in the hiring process. General Manager Mary Reynolds, and Operations Manger, Del Reynolds, both attended the training session which was provided via Web Cast by Michigan Association of Broadcasters.