EEO PUBLIC FILE REPORT

For the 12-month Period Ending: 5/31/13

Prepared by: (Licensee/Permittee) Charlie Ferguson – General Manager

This report covers the following employment unit:

Call Sign	Facility ID Number	Type of Station	Location City, State	LMA
WKLT	49591	Class 2 FM	Kalkaska, MI	
WKLZ	49590	Class 1 FM	Petoskey, MI	
WSRT	1159	Class 1 FM	Elmira, MI	
WSRJ	82684	Class A FM	Honor, MI	
WFCX	49575	Class 2 FM	Leeland, MI	
WFDX	49573	Class 1 FM	Atlanta, MI	

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

Job Title	Date of Opening	Date Filled
1. Radio Salesperson (1)	4/28/12	6/11/12
2. ESPN Program Coordinator	7/10/12	8/6/12
3. ESPN Program Coordinator	8/24/12	9/17/12
4. Petoskey Salesperson (1)	11/9/12	11/12/13
5. KLT Afternoon announcer	3/2/13	3/25/13
6. IT Engineer	4/1/13	5/24/13

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with YES in the right column were organizations that requested to be contacted as job openings occurred:

Recruitment Source & Address	Contact Person	Telephone/ Fax #	Date Listed	Did Source Request to be Listed
Traverse City Record Eagle 120 W. Front St. Traverse City, MI 49684		231-946-2653 F-231-946-8273		NO
Northern Michigan Works* 1209 S. Garfield Ave., Ste C Traverse City, MI 49685		800-442-1074 F-231-922-3735	4/28/12	YES
All Access* 28955 Pacific Coast Hwy, Ste 210 Malibu, CA 90265	Joel Denver	www.allaccess.com jdenver@allaccess.com	7/10/12 8/28/12 3/3/13	YES
Specs Howard School 19900 W. Nine Mile Rd. Southfield, MI 48075	Dick Kernen	dkernen@specshoward.edu	7/10/12 3/3/13	YES
www.wklt.com	Scot	231-947-0003 x 18 F 231-947-7002		YES
www.943thefoxfm.com	Scot	231-947-0003 x 18 F 231-947-7002		YES
www.espnradionorthernmichigan.com	Scot	231-947-0003 x 18 F 231-947-7002		YES
97.5/98.9 WKLT-FM 94.3/92.5 WFCX/WFDX-FM 106.7/100.7 WSRT/WSRJ-FM	Scot Gardner	231-947-0003 x 18 F 231-947-7002		YES

C. The following is a list of the sources for full-time jobs shown in Section A above and the recruitment source which provided the hiree for that position:

Job Title	Recruitment Source
1. Radio Salesperson(1)	Direct email inquiry
2. ESPN Coordinator	All Access
3. ESPN Coordinator	All Access
4. KLT Afternoon Announcer	All Access
5. IT Engineer	Internal Promotion of a part-time intern.

D. During the previous 12 months, there were a total of 32 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source	Total No. of Interviewees
1. Radio Ads on WKLT/WKLZ-WFCX/WFDX WSRT/WSRJ	5
2. Traverse City Record Eagle	0
3. Employee Referral	1
4. Unknown/Other	1
5. Michigan Works	7
6. Northern Broadcast, Inc. Websites	0
7. All Access	19
8. Specs Howard School of Broadcasting	0

E. During the last 12 months, the station employment unit engaged in the following (menu option) initiatives (provide full details, including an explanation if no such initiatives were conducted during the period involved):

Prong 3 Menu Option

1. In April 2013, Charlie Ferguson addressed the DECA class at Traverse City Central High School. The purpose of the classroom visits was to acquaint students with Radio sales and solicit their interest in making Radio a career choice.
2. Matthew Turek, Northern Broadcast, Inc. Sales Superisor represented Northern Broadcast in a booth at a Job Fair held at Northwestern Michigan College on March 7,2013.

LIST OF RECRUITMENT SOURCES

Date list last reviewed: 5/31/13

Recruitment Source & Address	Contact Person	Telephone/ Fax #	Date Listed	Did Source Request to be Listed
Traverse City Record Eagle 120 W. Front St. Traverse City, MI 49684		231-946-2653 F-231-946-8273		NO
Petoskey News Review P.O. Box 528 Petoskey, MI 49770	Denise Frederick	231-347-2544 F-231-347-6833	did not use in 2012 – 2013	NO
Gaylord Herald Times P.O. Box 598 Gaylord, MI 49734		989-732-1111 F-989-732-3490	did not use in 2012 - 2013	
Northern Michigan Works 1209 S. Garfield Ave., Ste C Traverse City, MI 49685		800-442-1074 F-231-922-3735		YES
All Access 28955 Pacific Coast Hwy, Ste 210 Malibu, CA 90265	Joel Denver	www.allaccess.com jdenver@allaccess.com		YES
Specs Howard School of Broadcasting 19900 W. Nine Mile Rd. Southfield, MI 48075	Dick Kernen	866-617-6327		YES

www.wklt.com

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F 231-947-7002