

## **2009 – Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080 @ (6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following radio stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

<b>Call Sign</b>	<b>Community</b>	<b>FIN</b>
<b>WCHT AM</b>	<b>Escanaba, MI</b>	<b>38-3232013</b>
<b>WGLQ FM</b>	<b>Escanaba, MI</b>	<b>38-3232013</b>
<b>WGKL FM</b>	<b>Gladstone, MI</b>	<b>38-3232013</b>
<b>WTIQ AM</b>	<b>Manistique, MI</b>	<b>38-3232013</b>
<b>WCMM FM</b>	<b>Gulliver, MI</b>	<b>38-3232013</b>

The information contained in this Annual EEO Report covers the time period from **May 30, 2008 to and including, May 31, 2009** (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy filled during The Applicable Period;
4. Data reflecting the total number of persons interviewed for all 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 community outreach activities, not directly related to The opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in each station's public inspection file on **June 1, 2009** and posted on the stations' website, in accordance with the FCC's EEO Rules.

**Section 1: Full-Time Job Openings Filled During This Period**

**Time Period Covered: May 30, 2008 to May 31, 2009**

**Stations in Employment Unit: WCHT-AM, WGLQ-FM, WGKL-FM, WTIQ-AM, WCMM-FM**

**Full-time Positions filled during the Applicable Period:**

**1-Full-time job (Sales Representative) filled January 7, 2009**

**Recruitment source: Networking in community-Delta County Chamber of Commerce, 230 Ludington Street, Escanaba, MI 49829. Vicki Micheau, President, (906) 786-2192.**

**4 referrals and interviews during December 2008**

**One from MI Works, 2831 North Lincoln Road, Escanaba, MI 49829, Lisa Browman**

**One from on-air – we ran a schedule of job announcements on WCHT-AM, WGLQ-FM, WCMM-FM, WTIQ-AM and WGKL-FM. Fifty, 60-second announcements were broadcast on each station during the month of December 2008.**

**One from networking with the Delta County Chamber of Commerce, 230 Ludington Street with Vicki Micheau, President.**

**One from co-workers – Marc Tall brought to the attention of Rick Duerson a possible sales representative. Marc is employed with Lakes Radio at 524 Ludington Street, suite 300, Escanaba, MI 49829. (906) 789-9700.**

**During the Applicable Period the following outreach efforts were utilized by the stations:**

On-air announcements (60 second spot)

On-air announcements were aired on all of our stations (WCHT-AM, WGLQ-FM, WCMM-FM, WGKL-FM & WTIQ-AM) nine times per day, seven days a week on all stations-TFN. Each commercial that was aired was 60 seconds in length. A copy of the script is kept in our public file.

Station(s) website (with newly added job bank)

Our website address is [www.radioresultsnetwork.com](http://www.radioresultsnetwork.com). Lakes Radio developed a new way for prospective job seekers to contact us.

Posting EEO statement at Michigan Works! The Job Force

2381 North Lincoln Road, Escanaba, MI 49829

Lakes Radio posted our EEO statement at the MI Works office. MI Works is a State-run job placement service. Our representative there is Lisa Browman, and she can be contacted at (906) 789-9732.

Chamber of Commerce Networking

The Delta County Chamber of Commerce is located at 230 Ludington Street, Escanaba, MI 49829. Lakes Radio posts job openings with Vicki Micheau, the President of the Delta County Chamber of Commerce.

Posting of job and personal interview with Lisa Browman of MI Works, the Job Force.

Discussed the opening with Lisa and asked for prospect referrals.