

EEO Public File Report
Covering the Period from June 1, 2004 to May 31, 2005
Stations Comprising Station Employment Unit: WKCQ-FM, WMJO-FM,
WSAM-AM, WSAG-FM

<i>Full-Time Positions Filled by Job Title</i>	<i>Recruitment Sources Used</i>	<i>Individuals Interviewed from Recruitment Source</i>
News 1 Director	allaccess.com Contact: All Access Group Address: 28955 Pacific Coast Highway Suite 210-5 Malibu, CA 90265 Phone: 310-457-6616 Fax: 310-457-8058 Notification: Posting of Job on Website	0
	Unsolicited/Walk-in Contact: Rick Walker Address: 2000 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102	1
	Total Interviewees for Job Position:	1

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WKCQ Account 2 Executive	On-Air Recruitment Contact: Duane Alverson Address: 2000 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102 Notification: Internal Promotion	5
	BCS Compliance Contact: Website: www.bcs-ok.com Notification: Website	4
	Total Interviewees for Job Position	9

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WMJO Account 3 Executive	On-Air Recruitment Contact: Duane Alverson Address: 2000 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102 Notification: Internal Promotion	5
	BCS Compliance Contact: Website: www.bcs-ok.com Notification: Website	4
	Total Interviewees for Job Position	9

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WMJO Account 4 Executive	On-Air Recruitment Contact: Duane Alverson Address: 2000 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102 Notification: Internal Promotion	5
	BCS Compliance Contact: Website: www.bcs-ok.com Notification: Website	4
	Total Interviewees for Job Position	9

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Office 5 Professional	BCS Compliance Contact: Website: www.bcs-ok.com Notification: Website	2
	Unsolicited/Walk-in Contact: Duane Alverson Address: 2000 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102	1
	Total Interviewees for Job Position	3

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6 Receptionist	BCS Compliance	4
Contact:		
Website: www.bcs-ok.com		
Notification: Website		
Total Interviewees for Job Position		4

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WMJO Local Sales 7 Manager	On-Air Recruitment Contact: Duane Alverson Address: 2000 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102 Email: alve2549@aol.com Notification: Internal Promotion	1
	Front Line Marketing Contact Wayne Myers Address: 6098 Pinecroft Drive West Bloomfield, MI 48322 Phone: 248-538-1283	5
	BCS Compliance Contact: Website: www.bcs-ok.com Notification: Website	0
	Total Interviewees for Job Position	6

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<i>Full-Time Positions Filled by Job Title</i>	<i>Recruitment Sources Used</i>	<i>Individuals Interviewed from Recruitment Source</i>
WMJO Account 8 Executive	<p>On-Air Recruitment</p> <p>Contact: Duane Alverson Address: 200 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102 Email: alve2549@aol.com Notification: Radio Advertisement</p> <p>Davenport University Career Fair</p> <p>Contact: Dawn Bartlett Address: 5300 Bay Rd. Saginaw, MI 48604 Phone: 989-799-7800 Fax: 989-799-9696 Email: dawn_bartlett@davenport.edu Notification: Verbal</p> <p>Employee Referral</p> <p>Contact: Mary Yearham Address: 2000 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102 Email: mary@98fmkcq.com Notification: Verbal</p> <p>Total Interviewees for Job Position</p>	<p>5</p> <p>2</p> <p>1</p> <p>8</p>

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WKCQ Account 9 Executive	On-Air Recruitment Contact: Duane Alverson Address: 200 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102 Email: alve2549@aol.com Notification: Radio Advertisement	4
	Employee Referral Contact: Mary Yearham Address: 2000 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102 Email: mary@98fmkcq.com Notification: Verbal	1
	Total Interviewees for Job Position	5

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WMJO Account 11 Executive	On-Air Recruitment Contact: Duane Alverson Address: 200 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102 Email: alve2549@aol.com Notification: Radio Advertisement	1
	Davenport University Career Fair Contact: Dawn Bartlett Address: 5300 Bay Rd. Saginaw, MI 48604 Phone: 989-799-7800 Fax: 989-799-9696 Email: dawn_bartlett@davenport.edu Notification: Verbal	2
	Total Interviewees for Job Position	3

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MBC VP Business 12 Development	Special Circumstances Contact: Duane Alverson Address: 200 Whittier St. Saginaw, MI 48601 Phone: 989-752-8161 Fax: 989-752-8102 Email: alve2549@aol.com	1
	Total Interviewees for Job Position	1

While working with this person on a consulting basis, a full-time position with MacDonald Broadcasting became the topic of conversation. There was not an existing position at the time, however one was created to meet the needs of the company. This position was Vice President of Business Development focusing on hiring, training and new business development. This person had an extensive experience in the industry and operated a staffing company for broadcasters in the past. This person worked with MacDonald Broadcasting as an outside consultant for 11 months before being hired as a full-time staff member