ANNUAL EEO PUBLIC FILE REPORT

for Radio Station WHMI-FM, dated May 25, 2004,

and covering the period June 1, 2003 through May 24, 2004

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1. Full-time vacancies filled by WHMI-FM during the report period:
   a. Account Executive position – July, 2003
   b. Airstaff position – December, 2003
   c. Account Executive position – April, 2004

2. Recruitment sources used:
   a. WHMI-FM on-air announcements
   b. WHMI-FM website
   c. WHMI-FM internal job posting
   d. Michigan Association of Broadcasters "Job Bank" website
   e. Livingston County Daily Press & Argus and associated publications newspaper ad
   f. Livingston Community News newspaper ad
   g. Organizations requesting job vacancy information
   h. Unsolicited job inquiries

3. Recruitment sources that referred hirees:
   Vacancy 1a – Source 2e
   Vacancy 1a – Source 2c
   Vacancy 1c – Source 2d

4. Number of persons interviewed:
   Vacancy 1a – 8
   Vacancy 1b – 9
   Vacancy 1c – 6

5. Number of interviewees referred by recruitment sources: All (23)

6. Brief description of outreach activities:

   - 6-13-03 Staff hosted middle school teacher who desired training to provide students with information about broadcasting related job opportunities and career paths.

   - May-Aug. '03 News department hosted two college students in a summer internship program.

- 10-20-03 Air personality conducted station tour for group of Boy Scouts.
- 10-22-03 Air personality conducted station tour for group of Tiger Cub Scouts.
- 10-28-03 Air personality conducted station tour for group of Tiger Cub Scouts.
- 11-13-03 Air personality conducted station tour for group of Tiger Cub Scouts.
- 11-18-03 Air personality conducted station tour for group of Bear Cub Scouts.
- 12-4-03 Air personality conducted station tour for group of Tiger Cub Scouts.
- 12-9-03 Air personality conducted station tour for group of Tiger Cub Scouts.
- 1-28-04 Air personality conducted station tour for group of Tiger Cub Scouts.
- 2-3-04 Air personality conducted station tour for group of Tiger Cub Scouts.
- 2-16-04 Air personality conducted station tour for group of Girl Scouts.
- 2-17-04 Air personality conducted station tour for group of Tiger Cub Scouts.
- 2-18-04 Creative director participated in high school career day.
- 2-20-04 Operations manager participated in university career fair.
- 2-23-04 Air personality conducted station tour for group of Boy Scouts.
- Feb.-Mar. ’04 Sales manager mentored a trade school student in the sales department.
- 3-8-04 Air personality conducted station tour for group of Cub Scouts.
- 4-7-04 Creative director participated in middle school career day.
- 5-5-04 Station awarded its first annual broadcasting scholarship to local high school senior.
- 5-6-04 Creative director participated in middle school career day.
- 5-20-04 Creative director participated in middle school career day.

- 5-20-04 Air personality conducted station tour for group of persons with disabilities.

- May-ongoing ’04 News department is hosting one college student and one station non-news, part-time employee in a summer internship program.

- May-ongoing ’04 Morning show personalities are conducting on-air search for a summer morning show intern.