

## 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 hires:

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.