

EXHIBIT 1

I. ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): From **June 1, 2007** through **May 31, 2008**

Call sign(s) of station(s) comprising the reporting Station Employment Unit: **WKAR-AM/FM/TV**

I. Full-time vacancies filled during period:

A.	Videography Technician	Date Filled:	June 15, 2007
B.	Videography Technician	Date Filled:	August 8, 2007
C.	Marketing & Sales Manager	Date Filled:	August 9, 2007
D.	Marketing & Communications Manager	Date Filled:	November 27, 2007
F.	Producer/Host Radio	Date Filled:	November 28, 2007
G.	Producer/Host Talking Book	Date Filled:	December 6, 2007
H.	Production Assistant	Date Filled:	February 5, 2008
I.	Instructional Multimedia Producer/Director	Date Filled:	February 15, 2008

II. Recruitment/referral Sources Used to Seek Candidates for Each Vacancy:

<u>Source</u>	<u>Name/Phone/Email</u>	<u>Address</u>	<u>Referred Person Hired</u>
A. Lansing State Journal	Kelly Page 517.377.1166	120 E. Lenawee St. Lansing, MI 48933	No
Detroit News	Jeanette M. Post JMpost@dnps.com	615 W. Lafayette Blvd. Detroit, MI 48226	No
Grand Rapids Press	Pat 616.222.5688	155 Michigan St, NW Grand Rapids, MI 49503	No
Career Builder (website)	877.235.8978	http://www.Careerbuilder.com	No
Michigan State University	517.353-3720 http://www.jobs.msu.edu	1407 S. Harrison Rd. Room 110 Room 110 Nisbet Bldg. East Lansing, MI 48823	No
WKAR website	517.432.9527	http://wkar.org/inside/employment	No
WKAR Staff			Yes
Indeed.com		http://www.indeed.com/jsp/includejobs.jsp	No
B. Michigan State University	517.353-3720 http://www.jobs.msu.edu	1407 S. Harrison Rd. Room 110 Room 110 Nisbet Bldg. East Lansing, MI 48823	Yes
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Detroit News	Jeanette M. Post JMpost@dnps.com	615 W. Lafayette Blvd. Detroit, MI 48226	No
Grand Rapids Press	Pat 616.222.5688	155 Michigan St, NW Grand Rapids, MI 49503	No
Jobs.mlive.com		http://www.mlive.com/classifieds/	No
Indeed.com		http://www.indeed.com/jsp/includejobs.jsp	No
Monster.com		http://hiring.monster.com/	No
C. Michigan State University	517.353-3720 http://www.jobs.msu.edu	1407 S. Harrison Rd. Room 110 Room 110 Nisbet Bldg. East Lansing, MI 48823	No
Michmab.com (website)	MAB@michmab.com	819 N. Washington Avenue Lansing, MI 48906	No
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Career Builder (website)	877.235.8978	http://www.Careerbuilder.com	No
Current	Danielle Mungin 202.463.7005, ext. 36 Classifieds@current.org	1612 K St., N.W., Ste. 704 Washington, D.C. 20006	No
Corporation for Public Broadcasting (CPB)	202.879.9600	http://www.cpb.org/jobline 401 Ninth Street, NW Washington, DC 20004	No
Minority Hiring.com	Portia Sims 213-251-9100	Global Media Group, Inc 3325 Wilshire Bl, Ste 1230 Los Angeles, CA 90010	No
American Women in Radio And Television	Michelle Spencer	http://www.awrt.org	No
PBS Connect	Connect Forum for Member stations	https://secure.connect.pbs.org/	No
WKAR Staff			Yes

D.	Michigan State University	517.353-3720 http://www.jobs.msu.edu	1407 S. Harrison Rd. Room 110 Room 110 Nisbet Bldg. East Lansing, MI 48823	Yes
	WKAR website	517.432.9527	http://wkar.org/inside/employment	No
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	Detroit News	Jeanette M. Post JMpost@dnps.com	615 W. Lafayette Blvd. Detroit, MI 48226	No
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	American Women in Radio And Television	Michelle Spencer	http://www.awrt.org	No
	Public Radio Satellite System (PRSS)	202.235.1212	https://webdacs1.nprsat.org NPR Distribution 635 Massachusetts Avenue, NW Washington, DC 20001	No
	Journalismjobs.com (website)		http://www.journalismjobs.com	No
F.	Michigan State University	517.353-3720 http://www.jobs.msu.edu	1407 S. Harrison Rd. Room 110 Room 110 Nisbet Bldg. East Lansing, MI 48823	Yes
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	Career Builder (website)	877.235.8978	http://www.Careerbuilder.com	No
	WKAR Staff and Volunteer			No
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	Journalismjobs.com (website)		http://www.journalismjobs.com	No
G.	Michigan State University	517.353-3720 http://www.jobs.msu.edu	1407 S. Harrison Rd. Room 110 Room 110 Nisbet Bldg. East Lansing, MI 48823	No
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H. Position filled by internal promotion and was not advertised externally.

III. Total number of persons interviewed for all full-time vacancies filled during period: 30

IV. Total number of interviewees for full time vacancies filled during period by referral source:

<u>Recruitment/ Referral Source</u>	<u>Number of Interviewees Referred</u>
Michigan State University http://www.hr.msu.edu/hrsite/HiringPostings/	4
WKAR staff	3

V. Outreach Activities (a list and brief description of activities performed during period)

Prong 1: Dissemination of Specific Job Opening Information to Entities Selected by Licensee

1. Websites that are used are WKAR.org, Public Broadcasting Service (PBS.org), National Association of Broadcasters (NAB.org), Lansing State Journal (LSJ.com), American Women in Radio and Television (AWRT.org).
2. Printed advertisements are placed in local and regional papers: The Detroit News, The Grand Rapids Press and The Lansing State Journal. A printed ad is also normally placed in the trade publication "Current" and its website (current.org).
3. The University's Human Resources department publicizes WKAR vacancy opportunities to an additional 16 organizations

Prong 2: Providing Notice to Each Full-Time Job Vacancy to Recruitment Organizations That Request Such Notice:

WKAR's website posts the station's desire to provide job availability information to any individual or organization that desires notification. When a vacancy becomes available, notification will be made.

Prong 3: Non-Job Specific EEO Outreach Efforts Initiatives Designed by the FCC

1. WKAR staff took advantage of provided opportunities for educational activities and training to enhance skills.
2. Provided job shadowing for students interested in journalism.
3. WKAR personnel spoke to the Michigan State University Journalism class about opportunities in public radio.
4. Provided training to Michigan State University students interested in radio and television careers to gain experience in broadcasting.
5. WKAR offers tours of the stations to area Cub, Girl and Boy Scout Troops, high school students and other interested groups.