MEMORANDUM

TO: **WUGN (FM) Midland, Michigan Station Public File**
Station Web Site

DATE: **June 1, 2009**

RE: **EEO Compliance**

SUBJECT: **Annual Public File Report**

During the period of June 1, 2008 through May 31, 2009, Station WUGN (FM) Midland, Michigan had one full-time job vacancy. This vacancy, for a full-time Station Chief Engineer working out of the WUGN studios was opened on May 21, 2008 and was open and unfilled until the position was changed to a Network Station Chief Engineer working out of the Family Life Radio network headquarters in Tucson, Arizona.

Family Life Broadcasting System, licensee of Station WUGN (FM), Midland, Michigan, is a religious broadcaster as defined by the regulations of the Federal Communications Commission and as such has adopted religious qualifications for all employees at Station WUGN (FM) and as recruitment standard.

The Job opening was posted on the following website(s), newspapers, etc.:

Michigan Association of Broadcasters
National Association of Broadcasters
Society of Broadcast Engineers
Intercristo (no longer Intercristo ~ now christianjobs.com)
National Religious Broadcasters

The Job opening was faxed to the following organizations:

Calvary CF, Tucson
NW Bible, Tucson
Pima Community College Job Board, Tucson
African-American Media Incubator
Asian American Journalists Association
The Association for Women in Communications, Inc.
Emma L. Bowen Foundation for Minority Interests in Media (FMIM)

Indigenours Broadcast Center
International Women's Media Foundation
Native American Journalist Association
Native American Public Telecommunications
Revelation Inc., Phx
U of A Career
U of A Radio Station Bulletin Board: KUAT
Grace Chapel, Tucson
Casas Adobes Baptist Church, Tucson
Faith Lutheran, Tucson
Good News Public, Tucson
New Life Baptist, Tucson
New Mexico Broadcasters Association
New Beginnings Church - NM
Legacy Church
Albuquerque Indian Youth Council
First Spanish Baptist Church
NM Highlands University
College of Santa Fe
Central New Mexico College

Outside referrals or interviews came from the sources shown above:

22 outside referrals
4 interviews

There were no internal candidates for the position.