

Position Filled	No. Interviews for Position	Sources Used to Fill Position (Numbers Correspond to the Source List in Part 2)	Source Referring Hire
Program Director WFGR/WTRV	6	1-24, 29, 31-35, 37-41, 48-49	Word of Mouth
Account Executive	6	1-24, 29, 31-34, 37-41, 45, 48-49	Word of Mouth
WFGR Afternoon Host	4	1-24, 29, 31-35, 37-41, 48-49	AllAccess.com
Account Executive	8	1-24, 29, 31-34, 37-41, 45, 48-49	Word of Mouth
Account Executive	8	1-24, 29, 31-34, 37-41, 45, 48-49	Word of Mouth
Account Executive	13	1-24, 29, 31-34, 37-41, 45, 48-49, 60	Davenport Career Fair
Account Executive	14	1-24, 29, 31-34, 37-41, 45, 48-49	Word of Mouth

Outreach Initiatives: June 2009 – May 2010

- 1. Unpaid Internship Program** – Regent taught 14 college/young professionals with our unpaid internship program during the reporting period.
- 2. Paid Minority Internship Program** – Regent participated with the Grand Rapids Radio Broadcasters during the reporting period, supporting one Hispanic employee through December 31, 2009.
- 3. Hispanic Chamber of Commerce Business Expo** – April 12, 2010. Rosie Del Valle represented Regent Broadcasting at this Expo, providing opportunities to learn about broadcasting careers.

4. **Presentations to Students** – Phil Catlett (GM) spoke to a Marketing Class at GVSU on 2/24/10 discussing the future of radio, how the business works, and the part of radio in the advertising world.
5. **Sparta Middle School Career Day**. April 20, 2010. Chuck LaTour speaks about how what he learned in school has helped him in his radio career and talked about what he does on the Morning show.
6. **Student Tours** of the radio station for Westminster Child Dev. Center (7/23/09), Discovery Day's Center (08/19/09), GRCC Broadcast Communication class (10/1/09), Lincoln School (10/23/09)
7. **Career Fair Davenport University** – March 17, 2010. Sales manager Ed Grey attended and discussed opportunities within the Regent sales department.
8. **On-Air Announcements** – EOE announcements run 2 times a week on WLHT.
9. **Radiothon** at Woodland Mall – January 19, 2010. This provided an opportunity for the public to meet station staff at Woodland Mall
10. **Job Shadow** – On April 16, 2010 a Career Line Tech Center student job shadowed with Sean Gavin, IT Manager and Asst. Engineer. He showed him the interaction of IT with radio, showed him all the different departments here and how they tie together.
11. **Junior Achievement Job Shadow Program** - On April 22nd, 2010 each department at Regent Broadcasting participated in the J.A. Job Shadow experience of 18 freshmen from Northview High School. From 9a-11am the student groups rotated through each department learning how all of the different jobs worked together to run the radio station. We were able to show them our day-to-day operating functions, provide information about their education and career paths, answer their questions, and offer students insight that will help them be successful in future careers.
12. **Job Shadow** – On May 13, 2010 – 2 students from Schoolcraft High School in a Radio Broadcast class job shadowed with Craig Russell, afternoon DJ on WFGR – Classic Hits.
13. **Central Michigan University** - Phil Catlett, our General Manager is on the Alumni Advisory Council for the Central Michigan University Broadcasting and Cinematic Arts Department. He attends two meetings each year, one in the spring in late April, and one in the fall in October. Each time he is involved in meetings with broadcasting students which discuss the industry and careers in broadcasting. He is also involved in advising the faculty in programming that will improve opportunities for Students. The meetings during this reporting period were October 9, 2009, and April 24, 2010.