

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002) FOR FCC USE ONLY
BROADCAST MID-TERM REPORT	FOR COMMISSION USE ONLY FILE NO. B397 - 20090601AVD

Legal Name of the Licensee
THUNDER BAY BROADCASTING CORPORATION

Mailing Address
1390 BAGLEY STREET

City ALPENA	State or Country (if foreign address) MI	Zip Code 49707 -
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Telephone Number (include area code) 9893563434	E-Mail Address (if available) MNOW@WBKB11.COM
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FCC Registration Number 0012088241	Facility ID Number 67048	Call Sign WBKB-TV
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WBKB	67048	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	ALPENA, MI	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS

INDICATED BELOW:

Name BRENDAN HOLLAND		Street Address 1919 PENNSYLVANIA AVE., NW SUITE 200	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2029734200

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent STEVEN MARKS
Title PRESIDENT	Telephone No. (include area code) 9893563434
Date 06/01/2009	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: CHER ALLEN	Title: GENERAL MANAGER
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1
Description: EXHIBIT 1

PLEASE SEE THE ATTACHED.

Attachment 1

Description
2008 EEO
2009 EEO

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WBKB-TV, Alpena, MI.

The information contained in this Report covers the time period beginning June 1, 2007 to and including May 31, 2008 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

- 1 A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
- 2 For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
- 3 The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- 4 Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- 5 A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Annual EEO Public File Report Form

WBKB-TV11/13

Period Covered June 1, 2007 - May 31, 2008

Vacancy Information

Full time vacancies and the recruitment sources are as follows:

<u>Full Time By Job Title</u>	<u>Source of Hire</u>	<u># interviewed</u>
News Reporters	MAB/MAPB Job Bank	19
Sales	Internal Promotion	1
Administration	Michigan Works.org	7

Total Number of Persons Inte	27
Internal Promotion	1
MAB/MAPB Job Bank Interviewed:	19
Michigan Works Interviewed:	7

Recruitment Source Information

<u>Source</u>	<u>Address</u>	<u>Positions</u>	<u>Total Interviewees</u>
MAB/MAPB JOB BANK	www.michmab.com	News reporters	19
Internal Posting	Cher Allen 989-356-3434	All position except news positions	1
Michigan Works	www.michiganworks.org	Admin positions	7
Walk-ins / Unsolicited Resumes		All Positions	0

No entities have requested that the station notify them about job openings at the station

**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WBKB-TV During the Period June 1, 2007 to May 31, 2008**

I. Internship Program

WBKB-TV has an ongoing internship program and accepts internships whenever possible. The station works with Alpena Community College and other area schools to solicit student participation in this program. During the period covered by this report, however, WBKB-TV did not have any student Interns participate in its program.

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Annual EEO Public File Report Form

WBKB-TV11/13

Period Covered June 1, 2008 - May 31, 2009

Vacancy Information

Full time vacancies and the recruitment sources are as follows:

<u>Full Time By Job Title</u>	<u>Source of Hire</u>	<u># interviewed</u>
News Reporter	MAB/MAPB Job Bank	8

Total Number of Persons Inte 8
MAB/MAPB Job Bank Interviewed: 8

Recruitment Source Information

<u>Source</u>	<u>Address</u>	<u>Positions</u>	<u>Total Inverviewees</u>
MAB/MAPB JOB BANK	www.michmab.com	News reporters	8
Walk-in / Unsolicited Resumes		All positions	0

No entities have requested that the station notify them about job openings at the station

Outreach Information

Hillman High School Speech and Broadcasting Class

November, 2008

