

**Equal Employment Opportunity
Model Program Report (Form 396-A)**

May 30th, 2009

Exhibit 3: Narrative Statement

Regent Communications of Flint ("Regent of Flint") is committed to equal employment opportunities in staffing its six radio stations. During the preceding one-year period (June 2008 to May 2009), Regent of Flint has participated in a number of activities designed to ensure broad outreach and to inform members of the community about opportunities in broadcast employment. Regent of Flint has experienced no notable outreach difficulties during the one-year period preceding this filing. During this time, Regent of Flint has:

1. Participated in four job fairs sponsored by local colleges and universities. At these events, Promotion Directors collected resumes and talked with attendees about careers in broadcasting.
2. Maintained an on-going internship program with local colleges and universities, including University of Michigan, Baker College, Mott Community College and Kettering University. Additionally, Regent expanded Internship opportunities to high school students. Over the past year, the Flint stations have employed over 52 interns.
3. Provided thorough, quality on-going training programs for its sales, engineering and programming employees. The training programs are designed to allow them to acquire skills that would qualify them for higher level positions.
4. Participated in an activity

By employing these and a variety of other methods and initiatives, Regent of Flint has complied with both the letter and the spirit of the Commission's equal employment opportunity rules, 47 CFR § 73.2080(c)(2). For additional information about the activities listed above, please see the Equal Employment Opportunity Public File Report.

Exhibit 2

**WCRZ, WWBN, WRCL, WQUS, WFNT, WLSP
Equal Employment Opportunity Public File Report
June 1st 2007 to May 30th 2008**

Regent Broadcasting of Flint, Inc. ("Regent of Flint") is committed to equal employment opportunities in staffing its six radio stations. The following report documents the specific activities that Regent of Flint has undertaken to comply with the Federal Communication Commission's EEO rules.

I.

POSITIONS FILLED DURING THE REPORTING PERIOD

Regent of Flint filled the following positions during the reporting period:

Position filled	No of Applicants	No of Interviews	Sources Used to Fill Position (Numbers correspond to the Recruitment Source List in Part II)	Source Referring Hiree	Date Position Filled
Full Time Announcer	31	6	1-24	23	6/2/08
Account Executive	14	10	1-24	23	12/1/08
Account Executive	22	7	1-24	23	8/6/08
Account Executive	24	6	1-24	23	8/6/08
Totals:	48	10			

II. RECRUITMENT SOURCE LIST

Regent of Flint has worked diligently to inform the entire community of employment opportunities within our company. To that end, Regent Broadcasting of Flint runs on-air schedules twice annually seeking any community organization that wishes to receive notification of job openings. Although we have run on-air solicitations inviting community organizations to be placed on the list, we have not been contacted by any new organizations during the reporting period. Listed below is the recruitment source list that was used for the reporting period.

Source #	Organization*:	Telephone/ Fax Number	Referred Person Hired	Referred Person Interviewed
1	Urban League of Flint Attention Lisa Hairston 5005 Cloverlawn Dr Flint, MI 48504	P: 810-789-7611 F: 810-787-4518	0	0
2	Michigan Employment Agency Attn: Gail Panseck 711 N Saginaw St Flint, MI 48504	P: 810-234-9880 F: 810-234-9732	0	0
3	Baker College Attn: Laura Donajkowski 1050 W Bristol Rd Flint, MI 48507	P: 810-766-4211 F: 810-766-4201	0	7
4	Flint Area Chamber of Commerce Attn: Paul Stainbrook 519 S Saginaw St Flint, MI 48503	P: 810-232-7101 F: 810-233-7437	0	0
5	Foss Avenue Baptist Church Attn: Rev. Avery Aldridge 1159 E Foss Ave Flint, MI 48505	P: 810-787-9019 F: 810-7874929	0	0
6	Specs Howard School Of Broad. 19900 W 9 Mile Rd Southfield, MI 48075	P: 248-358-9000 F: 248-746-9772	0	0
7	Davenport University Attn: Lorraine Fields 3488 N Jennings Rd Flint, MI 48504	P: 810-732-9977 F: 810-732-9128	0	0
8	Michigan Indian Employment Center Attn: Joan Krueger 4511 Miller Rd Flint Township, MI	P: 810-732-7057 F: 517-272-9283	0	0
9	Mt. Olive Baptist Church Attn: Rev Ray Greer 424 Kennelwoth Flint, MI 48503	P: 810-234-8168 F: 810-234-7295	0	0
10	New Jerusalem Baptist Church Attn: Rev Odis A. Floyd	P: 810-787-8311 F: 810-785-0707	0	0

	1035 E Carpenter Rd Flint, MI 48505			
11	Mott Community College Attn: Cindy McDaniels 117 Curtis Building Flint, MI 48503	P: 810-762-0092 F: 810-762-0595	0	0
12	University Of Michigan Flint Career Development Center 237 French Hall Flint, MI 48502	P: 810-762-3250 F: 810-762-3024	0	0
13	University of Michigan Ann Arbor The Career Center 515 E Jefferson Room 3200 Ann Arbor, MI 48109	P: 734-764-7460 F: 734-763-9268	0	0
14	Central Michigan University Attn: Peter Orlik 340 Moore Hall Mt. Pleasant, MI 48859	F: 989-774-2426	0	0
15	Michigan State University Attn: Lisa Hinkley 113 Student Services East Lansing, MI 48824	P: 517-355-3410 F: 517-432-1244	0	0
15	Michigan Association of Broadcasters Attn: Karole White 819 N Washington Lansing, MI 48906	P: 517:484-7444 F: 517-484-5810	0	0
16	The Flint Journal Attn: Syverrita Robinson 200 E First St Flint, MI 48504	P: 810-789-0220 F: 810-767-9480	0	0
17	FlintHelpWanted.com		0	0
18	AllAccess.com		0	3
19	Word-Of-Mouth		0	3
20	Internship		0	0
21	On-Air Announcements		0	2
22	In-House Posting		0	0
23	WCRZ.com		4	12
24	Lansing Career Fair		0	0

Notes:

* No requests were made by any community organizations to add their name to our list during the reporting period.

II. OUTREACH INITIATIVES

Regent of Flint engages in numerous programs and activities designed to broadly disseminate information about professional opportunities in broadcasting at our stations and to reach out to the community to enable individuals to acquire the skills needed to pursue careers in broadcasting. The following initiatives, together with those described in Regent of Flint's previous Public File Report, are sufficient to satisfy the Commission's EEO requirements under Section 73.2080(c)(2).

Job Fair Attendance

In 2009, Regent Broadcasting of Flint had representatives at Job Fairs at the Great Lakes Broadcasting Conference on March 11th. When combined with job fairs attended in 2008, U of M Flint Job fair on September 24th, MABF Career Fair October 16th, Broadcasting Career Builder Conference (BCBC) November 8th; Regent of Flint has participated in 6. At these job fairs we collect information from people interested in working in the broadcast industry as well as collect resumes of people interested in our internship program.

Internship Program Outreach Initiative

Regent of Flint maintains internship programs with the following local colleges and universities: University of Michigan-Flint, Baker College, Mott Community College and Kettering University. Currently, 21 interns, are participating in the internship program, which is designed to help students acquire the skills necessary for careers in broadcast.

On-the-Job Training

Regent of Flint provides on-going training programs for its sales, engineering and programming employees to allow them to acquire skills that would qualify them for higher level positions. Several opportunities are given to sales persons to attend training and seminars.

Activity Designed to Disseminate Information about Broadcasting Employment Opportunities

Regent Broadcasting of Flint makes its facilities available to several community groups and schools for tours. In the 2008 and 2009 calendar years numerous Scouting groups toured our facility as well as groups from the Flint Community Schools.

Additionally, Regent Broadcasting of Flint's Operations Manager, J. Patrick, teaches a communications class at Mott College in Flint.