

2020 – Annual EEO Public File Report

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080 of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following radio stations, which collectively form a single Station Employment Unit (“SEU”) for purposes of the EEO Rules:

Call Sign	Community
WCHT AM	Escanaba, MI
WGLQ FM	Escanaba, MI
WGKL FM	Gladstone, MI
WTIQ AM	Manistique, MI
WCMM FM	Gulliver, MI
WGMV FM	Stephenson, MI
WUPF FM	Powers, MI
WUPG FM	Republic, MI
WUPT FM	Gwinn, MI
WUPZ FM	Chocolay Township, MI

The information contained in this Annual EEO Report covers the time period from **June 1, 2019 to and including, May 22, 2020** (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period:

Six (6) Sales Positions

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified:

Facebook

SEU Staff Outreach

On-air announcements by SEU stations

Michigan Works

Indeed (online recruitment)

3. The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period:

SEU Staff Outreach (3 positions)

On-air announcements by SEU stations (2 positions)

Indeed (online recruitment) (1 position)

4. Data reflecting the total number of persons interviewed for all full-time vacancies during The Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies:

16 Interviewees referred as follows:

SEU Staff Outreach (3)

On-air announcements by SEU stations (4)

Indeed (online recruitment) (9)

5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the SEU during the Applicable Period:

a. The SEU website: www.radioresultsnetwork.com provided SEU contact information for job seekers.

b. On September 19, 2019, the SEU sponsored and hosted Delta Force, an annual outreach and training event for young professionals interested in personal and professional growth. A tour of the SEU facilities and company employment information was provided by the SEU General Manager.

c. On October 16, 2019 and February 12, 2020, SEU representatives attended job fairs at Northern Michigan University in Marquette, MI, where they spoke with aspiring broadcasters, collected resumes and distributed information about the SEU.