

Annual EEO Public File Report (June 1, 2020 through May 31, 2021)

This Annual EEO Public File Report ("Annual Report") , covering the time period from June 1, 2020, to and including, May 31, 2021 (the "Reporting Period"), summarizes the relevant hiring and EEO outreach conducted by the Station Employment Unit ("SEU") consisting of the following radio stations:

Call Sign	Community
WCHT AM	Escanaba, MI
WGLQ FM	Escanaba, MI
WGKL FM	Escanaba, 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	Chocoley Township, MI
*WDMJ AM	Marquette, MI
*WZNL FM	Iron Mountain, MI
*WJPD FM	Marquette, MI
*WIMK FM	Iron Mountain, MI
*WMIQ AM	Iron Mountain, MI

The following full-time positions were filled by the SEU during the Reporting Period:

4 Sales Associates

2 On Air Personalities

1 Engineer

The following recruitment sources were utilized to fill each vacancy:

Sales Associate #1 (Sovereign Communications)

Sales Associate #2 (Sovereign Communications)

Sales Associate #3 (SEU Staff Outreach, On-air announcements by SEU stations, Michigan Works, Indeed)

Sales Associate #4 (SEU Staff Outreach, On-air announcements by SEU stations, Michigan Works, Indeed)

On Air Personality (Sovereign Communications)

On Air Personality (Sovereign Communications)

Engineer (Sovereign Communications)

The recruitment source that referred the Hiree for each full-time vacancy:

Sovereign Communications - 5 positions: Engineer (1), On Air Personalities (2), Sales Associates (2)

SEU Staff Outreach - 1 position: Sales Associate

On-air announcements by SEU station – 1 position: Sales Associate

* Stations marked by asterisk are currently programmed by AMC Partners, LLC ("AMC") pursuant to a Local Programming and Marketing Agreement ("LMA") between AMC and the stations' licensee, Sovereign Communications, Inc. The LMA commenced on July 1, 2020.

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

11 Interviewees referred as follows:

SEU Staff Outreach (2)

Indeed (3)

On-air announcements by SEU station (1)

Sovereign Communications (5)

The following outreach initiatives were undertaken by the SEU during the Reporting Period:

- a. The SEU website: www.radioresultsnetwork.com provided SEU contact information for job seekers.
- b. SEU representatives networked at virtual Chamber of Commerce events in Marquette, Delta & Dickinson counties.
- c. On October 21, 2020 and March 17, 2021, SEU representatives attended virtual job fairs at Northern Michigan University in Marquette, MI, to connect with aspiring broadcasters, collect resumes and provide information about the SEU.
- d. An SEU representative serves on the board of Northern Michigan University's student-operated radio station (WUPX). As a Board member, the SEU representative provides advice to students involved in the operation of the radio station about best practices and careers in radio.