

2022 EEO PUBLIC FILE REPORT
Radio Plus Bay Cities, LLC

Radio Stations: WHYB, Menominee, MI
 WAGN, Menominee, MI
 WMAM, Marinette, WI
 WLST, Marinette, WI
 WSFQ, Peshtigo, WI

Reporting Period: 6/1/21-5/31/22

No. of Full-time Employees: 9

During the Reporting Period, one full time position was filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

POSITION FILLED
AND REFERRING RECRUITMENT SOURCE FOR POSITION

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
6/28/21	Sales Executive	Inside Radio

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed For Position: **7**

Recruitment Sources Used	Number of Persons Interviewed that the Source Referred
Bay Cities Radio On-Air Announcements	0
Wisconsin Broadcasters Association Job Bank	0
Facebook	0
Internal Referral	0
Indeed/Website	0
Michigan Association of Broadcasters Job Bank	0
All Access	6
Inside Radio	1

OUTREACH INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

In a small market, we often hire people with no or minimal experience for our entry-level openings. Thus, training is a given from our managers and more experienced employees.

- P-1 Learning for all new sales consultants.
- RAB Seminars
- Rumple Training
- LBS Local Broadcast Sales

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

Listed job openings in Wisconsin Broadcasters Association Job Bank and Michigan Association of Broadcasters Job Bank

*Participated in **job fairs** by station personnel who have substantial responsibility in the making of hiring decisions*

Participated in the Wisconsin Broadcasters Assoc. Virtual Job Fair the week of March 5, 2022

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

- Broadcasters Clinic
- Webinars sponsored by Nautel
- Rumple Training for Managers