

Annual EEO Public File Report (June 1, 2021 through May 31, 2022)

This Annual EEO Public File Report covers the time period from June 1, 2021, to and including, May 31, 2022 (the "Reporting Period") for the station employment unit ("SEU") consisting of the following radio stations licensed to AMC Partners Escanaba, LLC ("AMC"):

Call Sign	Community of License
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
*WDMJ (AM)	Marquette, MI
WZNL (FM)	Norway, MI
WJPD (FM)	Ishpeming, MI
WIMK (FM)	Iron Mountain, MI
WMIQ (AM)	Iron Mountain, MI

During the Reporting Period, the SEU filled a total of **eight (8)** full-time positions.

POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hire
June 14, 2021	Sales Associate #1	Facebook Advertising
June 14, 2021	Sales Associate #2	Facebook Advertising
June 15, 2021	On Air Personality	SEU Staff Outreach
September 1, 2021	Sales Associate #3	Indeed
November 29, 2021	Sales Associate #4	Facebook Advertising
November 29, 2021	Sales Associate #5	SEU Staff Outreach
February 2, 2022	Sales Associate #6	On-air announcements by SEU stations
April 4, 2022	Sales Associate #7	SEU Staff Outreach

INTERVIEWEES AND REFERRAL SOURCE SUMMARY

The SEU interviewed a total of 26 persons for the eight (8) positions.

Recruitment Sources Used	Number of Persons Interviewed
Indeed	9
SEU Staff Outreach	4
Facebook Advertising	10
On-air announcements by SEU stations	3
Michigan Works	0
NMU Student Run Radio Station WUPX	0

* Stations WDMJ, WZNL, WJPD, WIMK and WMIQ were purchased by AMC on March 28, 2022, and were programmed by AMC pursuant to a Local Programming and Marketing Agreement during the first 10 months of the Reporting Period.

OUTREACH INITIATIVES DURING THE REPORTING PERIOD

- a. The SEU website: www.radioresultsnetwork.com provided SEU contact information for job seekers.
- b. On October 27, 2021, SEU representatives attended a job fair at Northern Michigan University in Marquette, MI, to connect with aspiring broadcasters, collect resumes and provide information about the SEU.
- c. On March 15, 2022, SEU representatives attended a job fair 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.
- e. On February 24, 2022, SEU participated in "Delta Force" for young local business professionals where participants toured the studios at 1101 Ludington St. in Escanaba, did mock interviews and learned about the broadcasting industry.
- f. In July, 2021, SEU posted job vacancy with Michigan Works. Michigan Works is a statewide agency that provides services and support for Michigan's workforce development. The job posting was on their website for 30 days.