

**Annual EEO Public File Report  
(June 1, 2022 through May 31, 2023)**

This Annual EEO Public File Report covers the time period from June 1, 2022, to and including, May 31, 2023 (the “Reporting Period”) for the station employment unit (“SEU”) consisting of the following radio stations licensed to AMC Partners Escanaba, LLC (“AMC”):

<b>Call Sign</b>	<b>Community of License</b>
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 **five (5)** full-time positions.

**POSITIONS FILLED**

<b>Date of Hire</b>	<b>Job Title</b>	<b>Recruitment Source Referring Hire</b>
December 5, 2022	Traffic Manager	Promoted Existing Employee
February 27, 2023	Sales Associate #1	On-air announcements by SEU stations
January 3, 2023	Sales Associate #2	Indeed
May 1, 2023	Sales Associate / Sports Announcer	SEU Staff Outreach
May 17, 2023	Sales Associate #3	SEU Staff Outreach

**INTERVIEWEES AND REFERRAL SOURCE SUMMARY**

The SEU interviewed a total of 15 persons for the eight (5) positions.

<b>Recruitment Sources Used</b>	<b>Number of Persons Interviewed that Source Referred</b>
Indeed	6
SEU Staff Outreach	2
On-air announcements by SEU stations	3
Sportscasters Talent Agency of America	3
Promoted Existing Employee	1
Northern Michigan University Job Fair	0
Delta County College Access Network Career Fair	0

## OUTREACH INITIATIVES DURING THE REPORTING PERIOD

- a. On August 2<sup>nd</sup>, 2022 at Bay College in Iron Mountain, and January 10<sup>th</sup>, 2023 at Comfort Suites in Marquette and again on January 12<sup>th</sup>, 2023 at the Delta Chamber of Commerce Building in Escanaba, SEU representatives hosted an employee recruiting and retention seminar for local businesses with Chris Stonick Recruitment Inc.
- b. The Delta County College Access Network hosted a Career Fair on Thursday, October 20, 2022 at the Gladstone High School Gym. Students from Gladstone, Mid-Peninsula, Rapid River, and Big Bay de Noc High Schools were able to meet one-on-one with area employers, military recruiters...as well as representatives from some colleges and universities. More than 40 organizations represented including SEU representatives.
- c. On October 22, 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. On February 15, 2023, 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.
- e. 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. We also hosted students on April 19, 2023 and provided a tour and answered questions by interested individuals from student-operated radio station
- f. The SEU website: [www.radioresultsnetwork.com](http://www.radioresultsnetwork.com) provided SEU contact information for job seekers.