



## **WBTI, WHLS, WHLX, WPHM, WSAQ**

### **Annual EEO Public File Report**

The purpose of this EEO Public File Report (öReportö) is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WBTI-Lexington MI, WHLS-Port Huron MI, WHLX-Marine City MI, WPHM-St. Clair MI, WSAQ-Port Huron MI and is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning May 21, 2018 to and including May 20, 2019 (the öApplicable Periodö).

The FCC's 2002 EEO Rule requires that this Report contain the following information:

A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period.

For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notifications pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.

The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

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

A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled öFull-time Positions for Which This Source was Utilizedö refer to the number of the full-time job positions listed in Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

## APPENDIX 1

Covering the Period from May 21, 2018 to May 20, 2019

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Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total # of Interviewees from all Sources for this position
1.	WBTI Morning Show Co-Host	Internal	4
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			

Total Number of Persons Interviewed During Applicable Period: 4

## APPENDIX 2

Covering the Period from May 21, 2018 to May 20, 2019

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Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone#, Contact Person)	Total # of Interviewees this Source provided during period, if any.	Full-time Positions for which this Source was utilized.
1.	MAB/NAB Job Bank <a href="http://www.michmab.com">www.michmab.com</a>	1	
2.	Broadcast Compliance Services 1700 Rockville Pike, Ste 400 Rockville, MD 20852 866-227-4336		
3.	SPECS Howard Dan Hughes 19900 W 9 Mile Rd Southfield, MI 48075 248-358-9000	1	
4.	RadioFirst-Internal Posting Kim Hyde 808 Huron Port Huron, MI 48060 810-982-9000	2	1
5.	RadioFirst-Station Ads 808 Huron Port Huron, MI 48060 810-982-9000		
6.	Individual Referrals (word of mouth)		
7.	MI Talent Bank- from available candidates		
8.	Web "Indeed.com" posting		
9.	St. Clair Co. Community College		
10.	RadioFirst Web/FB posting		
11.	RadioFirst Intern Program		
12.	Unsolicited		

\*Indicates sources that have requested notification of job openings.

## **APPENDIX 3**

**Covering the Period from May 21, 2018 to May 20, 2019**

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Section 1: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station(s):

October 8, 2018 ó Cousino High School-Radio Broadcasting ó Conrad Reed

November 16, 2018 ó MAB Broadcast Career Builders Roundtable ó Caleb Gordon

December 8, 2018 ó Delta College ó Merit Badge College Radio Broadcasting/Careers ó Caleb Gordon

February 6, 2019 - Croswell Lexington High School ó Career Fair ó Ben Coburn

February 2019-May 2019 ó Intern Program ó News ó Caleb Gordon

March 25, 2019 ó Specs Howard Media Scholarship Program ó Ben Coburn

April 11, 2019 ó SCC Community College Career Fair ó Alisa Milano

May 3, 2019 ó Specs Howard Advisory Council (Curriculum) ó Ben Coburn