



WBTI, WHLS, WHLX, WPHM, WSAQ

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) 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, 2019 to and including May 20, 2020 (the “Applicable Period”).

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 “Full-time Positions for Which This Source was Utilized” 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, 2019 to May 20, 2020

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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.	WSAQ Morning Show Co-Host	Unsolicited	4
2.	Account Executive/Sales (2)	Radio Ad (2)	11
3.			
4.			
5.			
6.			
7.			
8.			
9.			

Total Number of Persons Interviewed During Applicable Period: 15

APPENDIX 2

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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 www.michmab.com		
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	1	
5.	RadioFirst-Station Ads 808 Huron Port Huron, MI 48060 810-982-9000	5	2
6.	Individual Referrals (word of mouth)	5	
7.	MI Talent Bank- from available candidates		
8.	Web "Indeed" posting		
9.	St. Clair Co. Community College	1	
10.	RadioFirst Web/FB posting		
11.	RadioFirst Intern Program		
12.	Unsolicited	2	1

*Indicates sources that have requested notification of job openings.

APPENDIX 3

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

June 6, 2019 – Shark Tank Day – Marysville High School – Ben Coburn

June 12, 2019 – Cros-Lex High School Student Tour – Conrad Reed

August 2, 2019 – Career Fair – Specs Howard – Ben Coburn

October 30, 2019 – Specs Howard Graduate Spotlight – Conrad Reed

November 8, 2019 – MAB Broadcast Career Builders Roundtable – Caleb Gordon

December 14, 2019 – Delta College – Merit Badge College Radio Broadcasting/Careers
– Caleb Gordon

February 21, 2020 – Specs Howard Career Fair – Ben Coburn