

2016 – Annual EEO Public File Report

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080 @ (6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following radio stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community	FIN
WCHT AM	Escanaba, MI	38-3232013
WGLQ FM	Escanaba, MI	38-3232013
WGKL FM	Gladstone, MI	38-3232013
WTIQ AM	Manistique, MI	38-3232013
WCMM FM	Gulliver, MI	38-3232013

The information contained in this Annual EEO Report covers the time period from **May 30, 2015 to and including, May 31, 2016** (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
TWO ACCOUNT REPRESENTATIVES
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified; Facebook/Networking, RRN ads and Michigan Works
3. The recruitment source that referred the Hiree for each full-time vacancy filled during The Applicable Period; Facebook/Networking
4. Data reflecting the total number of persons interviewed for all full-time vacancies during The Applicable Period and the total number of interviewees referred by each Recruitment source utilized in connection with such vacancies; 6

5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period. The following sections provide the required information, and summarize the station(s)

EEO efforts during the Applicable Period. This Annual Report was placed in each station's public inspection file on **June 1, 2016** and posted on the stations' website, in accordance with the FCC's EEO Rules.

Section 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **May 30, 2015 to May 31, 2016**

Stations in Employment Unit: WCHT-AM, WGLQ-FM, WGKL-FM, WTIQ-AM, WCMM-FM

Full-time Positions filled during the Applicable Period:

TWO

During the Applicable Period the following outreach efforts were utilized by the stations:

On-air announcements (60 second spot)

On-air announcements were aired on all of our stations (WCHT-AM, WGLQ-FM, WCMM-FM, WGKL-FM & WTIQ-AM) seven times per day, seven days a week on all stations-TFN. Each commercial that was aired was 60 seconds in length. A copy of the script is kept in our public file.

Station(s) website (with newly added job bank)

Our website address is www.radioresultsnetwork.com. Armada Media developed a new way for prospective job seekers to contact us.

Posting EEO statement at Michigan Works! The Job Force

2381 North Lincoln Road, Escanaba, MI 49829

Lakes Radio posted our EEO statement at the MI Works office. MI Works is a State-run job placement service. Our representative there is Rob Arndt, and he can be contacted at (906) 280-8924 or 789-9732.

Chamber of Commerce Networking

The Delta County Chamber of Commerce is located at 230 Ludington Street, Escanaba, MI 49829. Lakes Radio posts job openings with Vicki Micheau, the President of the Delta County Chamber of Commerce.

Facebook/Twitter/Social Networking

Posted announcements to recruit employees using social media sites

Sponsor and host of Delta Force

Annual outreach and training for young professionals interested in personal and professional growth. Hosted a tour of the Radio Results Network facilities and provided company employment information. Marc Tall provided the tour.

Attended NMU Job Fair

Attended the job fair at Northern Michigan University, 1401 Presque Isle Avenue, Marquette, MI 49855 to talk to aspiring Broadcasters, collect resumes and distribute company information.

Attended Bay de Noc Community College Job Fair

Attended the job fair at Bay de Noc College, 2001 North Lincoln Road, Escanaba, MI 49829 to talk to aspiring Broadcasters, collect resumes and distribute company information.