

Annual EEO Public File Report
 Group: Houghton Community Broadcasting
 Stations: WCCY-AM, WHKB-FM, WOLV-FM
 Period Covered June 1, 2020—May 31, 2021

Full-Time Vacancy:

Job Title: News Director

Date Opened: 11/9/20 Date Filled 1/12/21 Number of interviews: 2 Source of Hire:
 All Access

Recruitment Sources:

| Source | Address | Website | # of interviews |
|--------------------------------------|---|--|-----------------|
| Michigan Association of Broadcasters | 819 N. Washington Ave. Lansing, MI 48906 (800) 968-7622 | www.michmab.com | 1 |
| Indeed.com | | www.indeed.com | 0 |
| All Access (Radio) | | www.allaccess.com | 1 |
| Houghton Community Broadcasting | 313 E. Montezuma Ave Houghton, MI 49931 (906) 482-7700 | www.thewolf.com | 0 |

Station Outreach:

Due to the pandemic and regulations enforced in the state of Michigan during the EEO period, community outreach was limited for the 12 months. The stations were able to have limited participation in the following areas:

Education: Brought in two students, 1 in community college and 1 post high school and trained them in the art of running a control board for the purpose of running remote broadcasts on the air. Also included running an automation system, telephone hybrids, researching scores and other activities. In May 2021, when regulations were relaxed, took in a Houghton High School student and allowed him to participate in various sports broadcasts in order to introduce actual sports broadcast training.

Worked with the Sports Information Director of Finlandia University throughout the academic year to introduce student-athletes to outside media in the form of numerous interviews for “This week in Finlandia Athletics”.

Scholarship: Houghton Community Broadcasting has donated to three scholarships related to broadcasting, two internal with the Michigan Association of Broadcasting and cooperating with other Upper Peninsula stations for another with the MAB.

Training: Houghton Community Broadcasting continues to provide training to our employees to help them further their careers with management updating their knowledge of EEO rules and employees taking web training in sales education and webinars in copyright management and news department cooperation with law enforcement personnel.

Future: As of July 1st, 2021 it is expected that our facilities will again be open, as well as others within the State of Michigan. We will again continue our outreach to our local education entities, as well as other local partners to get back to pre-pandemic activities.