



WCYE-FM – Three Lakes, WI  
 WHOH-FM – Rhinelander, WI

**ANNUAL EEO PUBLIC FILE REPORT  
 Covering the Period from August 1, 2015 to July 31, 2016**

**Vacancy Information**

<b><u>Full-time Positions Filled by Job Title</u></b>	<b><u>Date of Employment</u></b>	<b><u>Total # Interviewed</u></b>	<b><u>Recruitment Source of Hire</u></b>	<b><u>Recruitment Sources Utilized</u></b>
SALES	May-16	7	8	1,2,3,4,5,6,7,8
		Total Interviewed	7	
		Total Hired	1	

**Recruitment Source Information**

<b><u>Recruitment Sources:</u></b>	<b><u>Contact</u></b>	<b><u>Address</u></b>	<b><u>Method of Contact</u></b>	<b><u># of Interviews From Source</u></b>	<b><u>Full-time Positions Generated from this Source</u></b>
1 Radio WCYE/WHOH	JEFF WAGNER	38 WEST DAVENPORT ST. RHINELANDER, WI 54501	715.369.9575	2	0
2 MyCoyoteRadio.Com	JEFF WAGNER	38 WEST DAVENPORT ST. RHINELANDER, WI 54501	715.369.9575	0	0
3 Upper Great Lakes Collegiate Job Fair - NMU 10.14.15	Krist McClure, NMU	1401 Presque Isle Ave. Marquette, MI 49855-5301	906.227.2800	0	0
4 Wisconsin Broadcasters Winter Conference Job Fair (1.27.16) Concourse Hotel, Madison, WI	Michelle Vetterkind	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
5 Bay College Career Fair, 3/14/16	Career Services	2801 North US 2 Iron Mountain, MI 49801	906.786.5802	0	0
6 Shawano County Job Fair 3/16/16	Bill Schimdt	Shawano County Job Center 607 E. Elizabeth St., Shawano, WI 54166	715-204-8347	0	0
7 Wisconsin Broadcasters Assoc. Job Bank	MICHELLE VETTERKIND, CEO	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
8 INDEED.COM	n/a	INDEED.COM	N/A	5	1
Totals				<u>7</u>	<u>1</u>



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**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit during the Report Time Period:**

1. Outreach: Scholarship  
  
Date: September 2004 to Present  
Participating Employees: Bruce Grassman, President of Results Broadcasting  
Event Sponsor: Wisconsin Broadcasters Association Foundation Scholarship  
Description: Our Company, Results Broadcasting funded the Wisconsin Broadcasters Association Foundation and a Scholarship will be awarded each year in our Company's name. Scholarships are awarded annually at the Wisconsin Broadcasters Association's Winter Conference since January 2005.
  
2. Outreach: Participated in Job/Career Fairs – Upper Great Lakes Collegiate Job Fair  
  
Date: October 14, 2015 (1:00PM-4PM)  
Participating Employees: Trisha Peterson, General Manager of WJNR-FM, WOBE-FM, WHTO-FM and Vice President of Results Broadcasting (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WHOH, WJNR, WOBE, WHTO)  
Event Sponsor: Northern Michigan University Marquette, MI  
Description: Trisha Peterson fielded employment questions from potential job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 11 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. Fielded employment questions from job seekers interested in learning more about career opportunities in radio. One new hire resulted from this job fair.
  
3. Outreach: Participated in Job/Career Fairs – Wisconsin Broadcasters Career Fair  
  
Date: January 27, 2016, 8:30 – 10:30 AM  
Participating Employees: Bruce Grassman, President; Don Grassman, VP (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO, WHOH)  
Event Sponsor: Wisconsin Broadcasters Association  
Description: Bruce Grassman and Don Grassman staffed a job fair booth at the WBA's 2016 Winter Conference Career Fair held at the Madison Concourse Hotel in Madison, Wisconsin. They fielded employment questions from job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 11 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. No hires resulted from this job fair.



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**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit during the Report Time Period:**

4. Outreach: Participation in a webinar program for station management that will teach them how to ensure Equal Employment Opportunity and prevent unlawful discrimination.  
  
Date: January 27, 2016  
Participating Employees: Don Grassman, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO, WHOH)  
Event Sponsor: Wisconsin Broadcasters Association  
Description: Don Grassman participated in the WBA's 2016 EEO Seminar "Hiring Smart for Broadcasters: Legal Issues in Hiring and Effective Strategies to Promote Equal Employment Opportunity and Prevent Unlawful Discrimination". The session was held in conjunction with the WBA Winter Conference at the Concourse Hotel Madison, WI.
  
5. Outreach: Participated in Job/Career Fairs – Bay College  
  
Date: March 14, 2016  
Participating Employees: Trisha Peterson, General Manager of WJNR-FM, WOBE-FM, WHTO-FM and Vice President of Results Broadcasting (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WHOH, WJNR, WOBE, WHTO)  
Event Sponsor: Bay College Iron Mountain, MI  
Description: Trisha Peterson fielded employment questions from potential job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 11 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. Fielded employment questions from job seekers interested in learning more about career opportunities in radio. No new hires resulted from this job fair.
  
6. Outreach: Participated in Job/Career Fairs – Shawano County Job Center  
  
Date: March 16, 2016, 9:00 – 2:00 PM  
Participating Employees: Don Grassman, VP (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO, WHOH)  
Event Sponsor: Wisconsin Broadcasters Association  
Description: Don Grassman staffed a job fair booth at the Wisconsin Job Center of Shawano County's Spring Career Fair held at the Gathering in Shawano, WI. Don fielded employment questions from job seekers regarding career opportunities in radio. In addition many local high schools brought in their seniors and juniors to explore and talk to employers about careers. We spoke to several high school students and have a few that may join us in a part time role in programming. Job descriptions were handed out representing all 11 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. No full time hires resulted from this job fair.



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**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit during the Report Time Period:**

7. Outreach: Participated in Job/Career Fairs
- Date: June 22, 2016, 2:00 – 4:00 PM
- Participating Employees: Donald Grassman, Vice President  
(WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO, WHOH)
- Event Sponsor: Wisconsin Broadcasters Association
- Description: Don Grassman staffed a job fair booth at the WBA's 2016 Summer Conference Career Fair held at the Radisson La Crosse. He fielded employment questions from job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 11 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. No hires resulted from this job fair.
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8. Outreach: Broadcast – EEO Notice
- Date: Weekly
- Participating Employees: Jeff Wagner, GM
- Event Sponsor: WCYE / WCYE
- Description: Results Broadcasting has an announcement that is broadcast weekly on WCYE / WHOH encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.



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**EEO Narrative**  
**License Renewal for WCYE-FM & WHOH-FM**

This unit is part of Results Broadcasting. Results Broadcasting is committed to providing equal employment opportunities to all individuals without regard to race, color, religion, gender, national origin, age or disability. Our intent is to provide a work environment that is free of discrimination, harassment or intimidation. Discrimination, harassment or intimidation of an employee or an applicant is considered improper conduct. Under no circumstances will Results Broadcasting condone or tolerate any form of discrimination, harassment or intimidation of anyone in the Results Broadcasting family of companies.

WCYE and WHOH are very active in the community and it shows with all of our outreach and initiatives over time. Results Broadcasting actively searches out more opportunities to be visible and showcase our career opportunities.

We encourage the opportunity for: job shadowing, career days, job fairs, tours, and speaking at schools and organizations about broadcasting.

**Filed by: Don Grassman Vice President, Results Broadcasting**