



WTCH-AM – Shawano, WI / WOWN-FM – Shawano, WI
 WOTE-AM – Clintonville, WI / WJMQ-FM – Clintonville, WI
 ANNUAL EEO PUBLIC FILE REPORT
 Covering the Period from August 1, 2015 to July 31, 2016

Vacancy Information

<u>Full-time Positions Filled by Job Title</u>	<u>Date of Employment</u>	<u>Total # Interviewed</u>	<u>Recruitment Source of Hire</u>	<u>Recruitment Sources Utilized</u>
Sales	March-16	2	4	1,2,3,4,5
Sales	June-16	2	8	1,2,3,4,5,6,7,8,9,10
News and Sports Reporter	June-16	2	11	9,10,11,12
	Total Interviewed	6		
	Total Hires	3		



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Recruitment Source Information

<u>Recruitment Sources:</u>	<u>Contact</u>	<u>Address</u>	<u>Method of Contact</u>	<u># of Interviews From Source</u>	<u>Full-time Positions Generated from this Source</u>
1 STATION WEBSITES: WTCHAM960.COM;B993.COM, ESPN1380AM.COM, FROGCOUNTRY923.COM,	ERIC VOIGHT, GM	1456 E. GREENT BAY STREET SHAWANO, WI 54166	715.524.2194	0	0
2 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
3 Walk In - Current Independent Contractor doing Play-By-Play for stations inquired about Sales Position	N/A	N/A	N/A	1	0
4 Client Referral - Client that has been working with stations for several years inquired about a Sales Position with GM	N/A	N/A	N/A	1	1
5 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
6 Bay College Career Fair, 3/14/16	Career Services	2801 North US 2 Iron Mountain, MI 49801	906.786.5802	0	0
7 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
8 Client Referral - Wells Fargo Agent	N/A	Wells Fargo Shawano Office	N/A	1	1
9 Wisconsin Broadcasters Assoc. Job Bank	MICHELLE VETTERKIND, CEO	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
10 INDEED.COM	n/a	INDEED.COM	N/A	1	0
11 ALLACCESS.COM	STAFF	ALLACCESS.COM	Website Jobbank	2	1
12 Michigan Broadcasters Association Job Bank	Karol White	819 N Washington Ave, Lansing, MI 48906	517-484-7444	0	0
Totals				6	3



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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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7. Outreach: Participated in Educational Career Fair

Date: April 13, 2016

Participating Employees: Kayla Williams, Afternoon Host WTCH; Doug Rogers, Morning Host WJMQ, Nick Shannon, PD, JD Daniels, WJMQ Afternoon Host

Event Sponsor: Wolf River School to Work, Clintonville Middle School

Description: On April 13th, 2016 Results Broadcasting took part in the 8th Grade Career Fair that was held at the Clintonville Middle School. Our group of stations presented information on all aspects on a career in radio to over 1100 students from 17 area middle schools. Topics covered included recommendations on classes to take in high school for someone interested in broadcasting, colleges to attend, how to break into the business, the different career specialties radio has to offer, equipment used, signal flow, on air formats, and salary information. The purpose of the career fair was to help students begin to think about what they need to do in high school and beyond to land them in the career field they are interested in. The career fair began at 8:30 AM and ran until 2 P.M.

8. 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, WOB, 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.

9. Outreach: Broadcast – EEO Notice

Date: Weekly

Participating Employees: Bruce Grassman, President Results Broadcasting

Event Sponsor: WTCH / WOWN / WJMQ / WOTE

Description: Results Broadcasting has a general announcement that is broadcast weekly on WTCH / WOWN / WJMQ / WOTE 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 WTCH-AM / WOWN-FM / WOTE-AM / WJMQ-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.

WTCH, WOWN, WOTE & WJMQ 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