



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, 2016 to July 31, 2017

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	July-17	6	10	1,2,3,4,5,6,7,8,9,10
	Total Interviewed	6		
	Total Hires	1		



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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 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
2 Wisconsin Broadcasters Assoc. Job Bank	MICHELLE VETTERKIND, CEO	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
3 Michigan Broadcasters Association Job Bank	Karol White	819 N Washington Ave, Lansing, MI 48906	517-484-7444	0	0
4 Job Center of Wisconsin	Bill Schmidt	Shawano County Job Center 607 E. Elizabeth St., Shawano, WI 54166	715-204-8347	0	0
5 INDEED.COM	n/a	INDEED.COM	N/A	2	0
6 Results Broadcasting, WTCH WOWN WOTE WJMQ - Hosted Job Fair 2/11/17	Eric Voight	1456 E Green Bay Street Shawano WI 54166	715.524.2194	2	0
7 Personal Referral from Former Employee	Eric Voight	1456 E Green Bay Street Shawano WI 54166	715.524.2194	1	0
8 Bay College Career Fair, 3/14/16	Career Services	2801 North US 2 Iron Mountain, MI 49801	906.786.5802	0	0
9 Shawano County Job Fair 3/16/16	Bill Schmidt	Shawano County Job Center 607 E. Elizabeth St., Shawano, WI 54166	715-204-8347	0	0
10 Wisconsin Broadcasters Summer Conference Job Fair (6.13.17) Blue Harbor Resort, Sheboygan, WI	Michelle Vetterkind	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	1	1
Totals				6	1



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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 – Wisconsin Broadcasters Career Fair

Date: January 25, 2017, 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 2017 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.

3. Outreach: Participation in a program for station management that will teach them how to Avoid Discrimination in Employment Terminations

Date: January 25, 2017 10:45-11:45 AM
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 attended the WBA's 2017 Winter Conference EEO Seminar "Avoiding Discrimination in Employment Terminations". The session was held in conjunction with the WBA Winter Conference at the Madison Concourse Hotel in Madison, Wisconsin.



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4. Outreach: Hosted our Own Job Fair
Date: February 11, 2017, 8:00 – 12:00 PM
Participating Employees: Eric Voight, GM
(WTCH, WOWN, WJMQ, WOTE)
Event Sponsor: Results Broadcasting: WTCH WOWN WOTE WJMQ
Description: Eric Voight organized a one day station job fair offering immediate interviews to candidates interested in Full and Part Time Sales Positions. Two people were interviewed for full time sales, neither were hired.

5. Outreach: Participated in Job/Career Fairs – Bay College Job Fair
Date: March 2, 2017, 1:00 – 4:00 PM
Participating Employees: Trisha Peterson, VP
(WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOB, WHTO, WHOH)
Event Sponsor: Bay College - Iron Mountain Bay West Campus
Description: Trisha Peterson staffed a job fair booth at the Bay College Spring Career Fair held at the Iron Mountain Bay West Campus. Trisha 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 full time hires have resulted from this job fair at the time of this report.

6. Outreach: Participated in Job/Career Fairs – American Job Center of Wisconsin
Date: March 15, 2017, 9:00 – 2:00 PM
Participating Employees: Don Grassman, VP
(WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOB, WHTO, WHOH)
Event Sponsor: American Job Center of Wisconsin
Description: Don Grassman staffed a job fair booth at the American Job Center of Wisconsin 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. 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 however one part time hire did result.



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7. Outreach: Participated in Educational Career Fair

Date: April 5, 2017

Participating Employees: Kayla Williams, Afternoon Host WTCH; Tony Bettack, News/Sports; Nick Shannon, WTCH Mornings; Doug Rogers, WJMQ Mornings

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

Description: On April 5th, 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 1000 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 14, 2016, 1:30 – 3:15 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 2017 Summer Conference Career Fair held at the Blue Harbor Resort in Sheboygan, WI. 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. One interview and full time hire resulted from this job fair.



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9. Outreach: Participation in a program for station management that will teach them how to Avoid Discrimination in Employment Terminations
- Date: June 14, 2017 3:30-4:30 PM
- 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 attended the WBA's 2017 Summer Conference EEO Training Seminar "What's New With EEO at the FCC". The session was held in conjunction with the WBA Summer Conference at the Blue Harbor Resort in Sheboygan, Wisconsin. The session was presented by David Oxenford, Partner, Wilkinson Barker Knauer.
10. 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