



WJNR-FM – Iron Mountain, MI / WOBE-FM – Crystal Falls, MI / WHTO-FM – Iron Mountain, MI

ANNUAL EEO PUBLIC FILE REPORT
Results Broadcasting of Iron Mountain, Inc.

WJNR-FM, WOBE-FM, WHTO-FM
Covering the Period from May 21, 2015 to May 20, 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>
Account Executive	January-16	6	4	1,2,3,4,5

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 & Facebook Pages	Trisha Peterson, GM	FrogCountry.com; 1007Radionow.com; 1067themountain.com;	Station	1	0
2 Michigan Works Job Bank	Staff	www.michworks.org	906.774.3647	2	0
3 Wisconsin Job Net (Shawano County Job Center)	Jim Darling, Employment Services Leader	707 E. Elizabeth St. Shawano, WI 54166	715.526.4707 www.dwd.state.wi.us	1	0
4 Northern Michigan University - Job Fair 10.14.16	Jim Gadzinski, Director, Academic & Career Advisement Center	1401 Presque Isle Ave. Marquette, MI 49855-5301	906.227.2800	1	1
5 Client Referral	n/a	n/a	n/a	1	0
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

Date: June 17, 2015, 2:00 – 4:00 PM
Participating Employees: Bruce Grassman, President; Donald Grassman, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO, WHOH)
Event Sponsor: Wisconsin Broadcasters Association
Description: Bruce Grassman staffed a job fair booth at the WBA's 2015 Summer Conference Career Fair held at the Kalahari Resort in Wisconsin Dells, 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 as of the filing date of this report.

3. Outreach: Participation in a webinar program for station management that will teach them how to ensure Equal Employment Opportunity and prevent unlawful discrimination.

Date: July 15, 2015
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 2015 EEO Seminar "Navigating the FCC's EEO Rules and Policies – A Guide for Broadcasters". The session was rescheduled as a webinar due to an unforeseen need to cancel the EEO session that was scheduled to be held in conjunction with the WBA Summer Conference at the Kalahari Resort Wisconsin Dells, WI.



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

4. 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.

5. 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.

6. 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.



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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 – 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.

8. **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.

9. **Outreach:** Broadcast – EEO Notice
 Date: Weekly
 Participating Employees: Trisha Peterson, General Manager of WJNR-FM, WOBE-FM, WHTO-FM
 Event Sponsor: WJNR-FM, WOBE-FM, WHTO-FM
 Description: Results Broadcasting has a general announcement that is broadcast weekly on WJNR-FM, WOBE-FM, WHTO-FM 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 WJNR-FM, WOBE-FM, WHTO-FM

WJNR-FM, WOBE-FM, and WHTO-FM are very active in the community and it shows with all of our outreach and initiatives over time. Over the last three or four years these efforts have increased as we actively search out more opportunities to be visible and showcase our career opportunities.

We have never turned down the opportunity for: job shadowing, internships, career days, job fairs, tours, and speaking at schools and organizations about broadcasting.

Filed by: Trisha Peterson General Manager WJNR/WOBE/WHTO