



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, 2016 to May 20, 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>
Account Executive	November-16	6	2	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	212 W. J Street, Iron Mtn, MI	Station	1	0
2 Michigan Works Job Bank	Staff	www.michworks.org	906.774.3647	2	1
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 Client Referral	n/a	n/a	n/a	1	0
5 RADIO: WJNR WOBE WHTO	Trisha Peterson, GM	212 W. J Street, Iron Mtn, MI	Station	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 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.
  
3. 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.



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4. 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.
  
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, WOBE, 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, WOBE, 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: 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**