



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, 2017 to May 20, 2018

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>
Traffic/Billing Manager	October-17	9	1	1,2,3,4,5,6
Account Executive (2 Hires)	October-17	4	2, 4	2,4,5,6
Account Executive	January-18	5	7	2,3,5,6,7
Account Executive	April-18	2	12	7,9,10,11,12



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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	WJNR WHTO WOBE FACEBOOK PAGES	Trisha Peterson, GM	212 W. J Street, Iron Mtn, MI	906-396-5450	6	1
2	Michigan Works Job Bank	Staff	ONLINE JOB SEARCH SITE	michworks.org	1	1
3	Job Center of Wisconsin	STAFF	ONLINE JOB SEARCH SITE	jobcenterofwisconsin.com	0	0
4	BNI - Mining for Business	Trisha Peterson, VP	Local Business Group	906-396-5450	4	1
5	RADIO: WJNR WOBE WHTO	Trisha Peterson, GM	212 W. J Street, Iron Mtn, MI	906-396-5450	2	0
6	906DAILY.COM	Trisha Peterson, GM	212 W. J Street, Iron Mtn, MI	906-396-5450	0	0
7	INDEED.COM	STAFF	ONLINE JOB SEARCH SITE	INDEED.COM	6	1
8	Wisconsin Broadcasters Summer Job Fair 6.14.17	Linda Baun	44 E Miffle Street, STE 900 Madison, WI 53703	608-255-2600	0	0
9	Wisconsin Broadcasters Winter Job Fair 1.31.18	Linda Baun	44 E Miffle Street, STE 900 Madison, WI 53703	608-255-2600	0	0
10	Bay College Job Fair 3.7.18	Becky Landenberger	Bay College Iron Mountain, MI	906-217-4266	0	0
11	Northern MI University Job Fair 3.21.18	NMU Career Services	Northern Michigan University	906-227-2800	0	0
12	Employee Referral	Trisha Peterson, GM	212 W. J Street, Iron Mtn, MI	906-396-5450	1	1
Totals					20	5



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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 14, 2017, 1:30 – 3:15 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 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.

3. 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.



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

- 4 Outreach: Request to speak at the Kingsford Middle School Career Class
- Date: September 21, 2017
- Participating Employees: Trisha Peterson, Vice President; Keith Houtari, Operations Manager (WJNR, WOBE, WHTO)
- Event Sponsor: Kingsford Middle School
- Description: The Kingsford Middle School Career Class requested a visit from staff at WJNR WOBE WHTO to come in and discuss careers in Radio. Trisha Peterson and Keith Houtari, did a brief presentation on radio and its careers then fielded questions from the students.
5. Outreach: Participated in Job/Career Fairs – Wisconsin Broadcasters Career Fair
- Date: January 31, 2018, 8:30 – 10:30 AM
- 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 WBA's 2018 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 program for station management that will teach them how to Avoid Discrimination in Employment Terminations
- Date: January 31, 2018 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 2018 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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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 – Iron Mountain, MI
Date: March 8, 2018, 2:30 – 5:30 PM
Participating Employees: Trisha Peterson, VP
(WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO, WHOH)
Event Sponsor: Bay College
Description: Trisha Peterson staffed a job fair booth at Bay College Career Fair held at the Bay College Campus in Iron Mountain, MI. She 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. This was a free career fair is open to all community members, high school and college students who want to learn more about careers in our area and future employment opportunities.

8. Outreach: Participated in Job/Career Fairs – Northern Michigan University
Date: March 21, 2018, 1:00 – 4:00 PM
Participating Employees: Trisha Peterson, VP
(WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO, WHOH)
Event Sponsor: Northern Michigan University
Description: Trisha Peterson staffed a job fair booth at NMU Career Fair held at in the Great Lakes Room of the Don H. Bottum University Center. She 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: 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