



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, 2008 to July 31, 2009

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 Representative	January-09	3	1	1,2,3,4,5,6
Sales Representative	February-09	2	11	1,2,3,4,5,6,7,11,12
Total Interviewed		5		
Total Hired		2		

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 WTCH / WOWN / WOTE /WJMQ	Bruce Grassman, GM	1456 E. Green Bay St. Shawano, WI 54166	715.524.2194	2	1
2 Results Broadcasting's Employment Section on Station Websites	Don Grassman, VP of Operations	www.FrogCountry.com; www.ClassicHits100FM.com; www.HotOldies106FM.com; www.wtcham960.com; www.wtchradio.com; www.frogcountry923.com; www.b993.com; www.cd106wacd.com; www.walkantigo.com; www.mycowoteradio.com	715.524.2194	1	0
3 Shawano Shopper	Classified Dept.	109 1/2 S. Main St. Shawano, WI 54166	715.526.6188	0	0
4 Oconto Times Herald	Classified Dept.	107 S. Main Street Oconto Falls, WI 54154	920.848.3427	0	0
5 Michigan Works! - Job Fair 9.15.08	Michelle Meitner	200 Fairbanks Iron Mountain, MI 49801	906.774.3647 x216	0	0
6 Northern Michigan University - Job Fair 10.9.08	John Frick, Director Job Search Center	1401 Presque Isle Ave. Marquette, MI 49855-5301	906.227.2800	0	0
7 Wisconsin Broadcasters Winter Conference Job Fair (1.28.09)	Michelle Vetterkind	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
8 Northern Advantage Job Fair (Rouman Cinema, Rhinelander 3.25.09)	Dean Schultz, Co Chair Job Fair Committee	P.O. Box 1279 Rhinelander, WI 54501	715.365.2646	0	0
9 Wisconsin Broadcasters Summer Conference Job Fair (6.17.09)	Michelle Vetterkind	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
10 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	0	0
11 Referral By Client	n/a	n/a	n/a	1	1
12 Personal Referral	n/a	n/a	n/a	1	0
Totals				5	2



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, 2008 to July 31, 2009

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 and General Manager of Sister Stations WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM
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: September 15, 2008
Participating Employees: John Koehler, Morning Announcer (WJNR-FM) and Keith Houtari, Operations Manager for Results Broadcasting of Iron Mountain, Inc. (WJNR/WOBE/WHTO)
Event Sponsor: Michigan Works!
Description: John Koehler and Keith Houtari represented WTCH AM, WOWN FM,, WOTE AM, WJMQ FM, WACD FM, WATK AM, WCYE FM Wisconsin Licensed Stations and WJNR FM, WOBE FM, WHTO FM Michigan Licensed stations at Michigan Works! Job Fair held at Bay de Noc College, 2801 North US 2, Iron Mountain, MI 49801. Our stations were in attendance looking for full-time Account Executives at all our stations and part-time telemarketing sales representatives in our Iron Mountain Location

3. Outreach: Scholarship
Date: September 6 to October 16, 2008
Participating Employees: Eric Voight, Station Manager of WTCH-AM, WOWN-FM, WJMQ-FM, WOTE-AM
Event Sponsor: Wisconsin Broadcasters Association Foundation
Description: Eric Voight, coordinated the production and scheduling of announcements on the above listed stations informing students enrolled in broadcasting related educational programs at 4-year public or private colleges or universities that the WBA Foundation is offering 4 scholarships. Students must meet eligibility requirements. Applications were available at our studio location.



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, 2008 to July 31, 2009

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

4. Outreach: Participated in Job/Career Fairs

Date: October 9, 2008
Participating Employees: Trisha Peterson, General Manager of WJNR-FM, WOBE-FM, WHTO-FM and Vice President of Results Broadcasting.
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 10 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. Full time Sales Positions were the only position actively recruited for, but resumes were accepted for all areas.

5. Outreach: Scholarship

Date: November 10, 2008
Participating Employees: Bruce Grassman, President of Results Broadcasting (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
Event Sponsor: Wisconsin Broadcasters Association Foundation
Description: Bruce Grassman participated as one of the judges for the 2009 WBA Foundation Scholarship Competition. He reviewed scored the scholarship applications of current broadcast students at 4 year institutions. These results were combined with the judges entries to determine the 2009 WBA Scholarship Recipients.

6. Outreach: Participated in Job/Career Fairs

Date: January 28, 2009
Participating Employees: Bruce Grassman, President of Results Broadcasting (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
Event Sponsor: Wisconsin Broadcasters Association
Description: Bruce Grassman represented all of Results Broadcastings Stations at the WBA's 2009 Winter Conference Career Fair held at the Monona Terrace Convention Center in Madison, WI. Fielded employment questions from job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 10 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. No hires resulted from this job fair.



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, 2008 to July 31, 2009

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

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

Date: January 28, 2009 10:30-11:30 AM
Participating Employees: Bruce Grassman, President of Results Broadcasting (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
Event Sponsor: Wisconsin Broadcasters Association
Description: Bruce Grassman represented all of Results Broadcastings Stations at the WBA's 2009 Winter Conference Session "Avoiding Discrimination & Employment Terminations" taking place at the Monona Terrace Convention Center, Madison, WI.

8. Outreach: Participated in Job/Career Fairs

Date: March 23, 2009
Participating Employees: Kayla Chilsen, Afternoon Host WJMQ
Event Sponsor: DECA's 8th Grade Career Fair
Description: Kayla Chilsen represented the broadcasting industry and fielded questions from area 8th students regarding career opportunities in radio along with promoting opportunities in radio broadcasting.

9. Outreach: Participated in Job/Career Fairs

Date: March 25, 2009
Participating Employees: Don Grassman, VP of Operations for Results Broadcasting
Event Sponsor: Northern Advantage Job Fair held at the Rouman Cinema (10AM-3PM)
Description: Fielded employment questions from job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 10 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. Over 274 job seekers were in attendance. Several follow-ups for sales positions for WCYE-FM were generated however no hires.

10. Outreach: Participated in Job/Career Fairs

Date: April 15, 2009
Participating Employees: Kayla Chilsen, Afternoon Host WJMQ
Event Sponsor: Wolf River School to Work,
Description: Kayla Chilsen represented the broadcasting industry and fielded questions from area 8th students regarding career opportunities in radio along with promoting opportunities in radio broadcasting. At this annual event students (about 800) are able to see careers with six career clusters: Agriculture, Arts and Communication, Business, Health, Human Services and Manufacturing.



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, 2008 to July 31, 2009

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

11. Outreach: Participated in Job/Career Fairs
Date: June 17, 2009 2:00 – 4:00 PM
Participating Employees: Don Grassman, Vice President of Results Broadcasting (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOB, WHTO)
Event Sponsor: Wisconsin Broadcasters Association
Description: Don Grassman represented all of Results Broadcastings Stations at the WBA’s 2009 Summer Conference Career Fair held at the Oshtoff Resort, Elkhart Lake, WI. Fielded employment questions from job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 10 of Results Broadcasting’s Stations openings and resumes were collected from interested applicants. No hires resulted from this job fair.

12. Outreach: Participation in a program for station management that will teach them how to ensure Equal Employment Opportunity and prevent unlawful discrimination.
Date: June 17, 2009 4:00-5:00 PM
Participating Employees: Don Grassman, Vice President of Results Broadcasting (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOB, WHTO)
Event Sponsor: Wisconsin Broadcasters Association
Description: Don Grassman represented all of Results Broadcastings Stations at the WBA’s 2009 Summer Conference EEO Educational Session “Compliance With The FCC’s Nondiscrimination and Outreach Regulations – Part 4” taking place at the Oshtoff Resort, Elkhart Lake, WI.

13. 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.



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, 2008 to July 31, 2009

EEO Narrative

License Renewal for WTCH-AM / WOWN-FM / WOTE-AM / WJMQ-FM

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 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: Don Grassman Vice President, Results Broadcasting, Inc.