

RESULTS BROADCASTING, INC.

WTCH-AM – Shawano, WI / WOWN-FM – Shawano, WI
WFCL-AM – Clintonville, WI / WJMQ-FM – Clintonville, WI

ANNUAL EEO PUBLIC FILE REPORT

Results Broadcasting, Inc.

WTCH-AM / WOWN-FM / WFCL-AM / WJMQ-FM
Covering the Period from August 1, 2007 to July 31, 2008

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 | October-07 | 1 | 16 | 1,2,9,16 |
| Afternoon Announcer (WJMQ) (2) | March-08 / May-08 | 6 | 6,13 | 2,6,7,8,11,13,15 |
| Creative Services Director | June-08 | 1 | 13 | 2,3,13 |
| Sales Representative | June-08 | 5 | 16 | 1,2,3,4,5,9,10,11,12,14,16,17 |
| Total Interviewed | | 13 | | |
| Total Hired | | 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 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, 2007
Participating Employees: Don Grassman, Vice President of Results Broadcasting and Eric Voight, Station Manager for Results Broadcasting, Inc. (WTCH/WOWN/WFCL/WJMQ)
Event Sponsor: Results Broadcasting
Description: Results Broadcasting hosted a Corporate Radio Job Fair on September 15th from 10am to 1pm for people interested in discussing employment opportunities full and part time at any of our locations Shawano, Iron Mountain, Rhinelander, and Antigo. No full-time hires were generated from this event, but some part-time board operators and a part-time telemarketing sales rep were hired for the Shawano Location.

3. Outreach: Participated in Job/Career Fairs

Date: October 3, 2007
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.

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4. Outreach: Participated in Job/Career Fairs

Date: March 26, 2008
Participating Employees: Shaughn Novy, General Manager of WCYE-FM, WATK-AM, WACD-FM and 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 700 job seekers were in attendance.

5. Outreach: Participated in Job/Career Fairs

Date: June 18, 2008

Participating Employees: Bruce Grassman, President of Results Broadcasting
Event Sponsor: Wisconsin Broadcasters Association
Description: Participation in Wisconsin Broadcasters Association Job/Career Fair held at the The Stone Harbor in Sturgeon Bay, WI held in conjunction with the Summer Conference. Bruce Grassman 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 (WTCH/WOWN/WFCL/WJMQ/WACD/WATK/WCYE/WJNR/WOBE/WHTO) openings and resumes were collected from interested applicants.

6. Outreach: Participated in Job/Career Fairs

Date: May 5, 2008 – June 15, 2008
Participating Employees: Bruce Grassman, President of Results Broadcasting
Event Sponsor: Wisconsin Broadcasters Association (WBA)
Description: WTCH/WOWN/WFCL/WJMQ scheduled 5 no charge ads per day on each station in the work unit promoting the upcoming WBA Summer Career Fair that would be taking place at the Stone Harbor Resort in Sturgeon Bay, WI on June 18, 2008. Scripts were provided by the WBA.

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

7. Outreach: EEO Educational Series
Date: June 18, 2008 (3PM – 4PM)
Participating Employees: Bruce Grassman, President of Results Broadcasting
Event Sponsor: Wisconsin Broadcasters Association (WBA)
Description: Bruce Grassman attended on behalf of Results Broadcasting (WTCH/WOWN/WFCL/WJMQ/WACD/WATK/WCYE/WJNR/WOBE/WHTO) “Discrimination Law of Broadcasters: Legal Issues and Effective Strategies to Prevent Unlawful Discrimination-Part 2” Workshop EEO Educational Series at the WBA Summer Conference at the Stone Harbor Resort, Sturgeon Bay, Wisconsin.
8. Outreach: Broadcast – EEO Notice
Date: Weekly
Participating Employees: Bruce Grassman, President Results Broadcasting
Event Sponsor: WTCH / WOWN / WJMQ / WFCL
Description: Results Broadcasting has a general announcement that is broadcast weekly on WTCH / WOWN / WJMQ / WFCL encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.
9. Outreach: Station Tour
Date: February 12, 2008
Participating Employees: Aaron Light, WTCH Afternoon Host
Event Sponsor: WTCH / WOWN / WJMQ / WFCL
Description: Aaron Light provided a tour of the studios for Results Broadcasting to the Bonduel Tiger Club Scouts. 4 Scouts and 2 Chaperones took part in the tour after receiving a call from the troop that a tour of the studios would qualify the Scouts for their Communications Badge.
10. Outreach: News Internship
Date: Summer 2008
Participating Employees: Don Grassman, VP Operations
Event Sponsor: WTCH / WOWN / WJMQ / WFCL
Description: A Journalism Major from the University of Missouri accepted a Summer News Internship. During the internship, the student was expected to perform all the duties of radio broadcast reporter. Over the summer this intern gathered news in person, off the wire, and phone. Conducted interviews and attended local City Council, County Board and School Board Meetings. Wrote and edited online news stories and press releases. Gathered audio and video of local events that were edited and posted to the stations websites. The intern regularly voiced entire newscasts and headlines on WTCH/WJMQ/WFCL/WOWN. This student will receive college credit towards the University of Missouri’s Professional Development Requirement needed to graduate.

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EEO Narrative

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

WTCH, WOWN, WFCL & 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.