

# RESULTS BROADCASTING, INC.

WTCH-AM WOWN-FM WFCL-AM WJMQ-FM

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## ANNUAL EEO PUBLIC FILE REPORT

Results Broadcasting, Inc.

**WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM**

**Covering the Period from August 1, 2006 to July 31, 2007**

### Vacancy Information

<u>Full-time Positions Filled by Job Title</u>	<u>DOE</u>	<u>Total # Interviewed</u>	<u>Recruitment Source of Hire</u>
Sales Representative	11/20/2006	2	6
Announcer	1/5/2007	2	5
Sales Representative	1/31/2007	1	6
Sales Representative	2/5/2007	1	4
Sales Representative	6/1/2007	1	7
Sales Representative	6/4/2007	1	1
Sales Representative	7/8/2007	<u>1</u>	6
	Total Interviewed	9	
	Total Hired	7	

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### Recruitment Sources

<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 Wisconsin Job Net (Shawano County Job Center)	Jim Darling, Employment Services Leader	707 E. Elizabeth St. Shawano, WI 54166	715.526.4707	1	1
2 Oconto County Times-Herald	Classified Dept.	107 S. Main St. Oconto Falls, WI 54154	920.848.3427	2	0
3 Shawano Shopper	Classified Dept.	109 1/2 S. Main Street Shawano, WI 54166	715.526.6188	0	0
4 WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM	Bruce Grassman, General Manager	1456 E. Green Bay St. Shawano, WI 54166	715.524.2194	1	1
5 Wisconsin Broadcasters Association, News Letter & Website	Michelle Vetterkind	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	1	1
6 Referral By Employee	n/a	n/a	n/a	3	3
7 Rehire from Sister Station	n/a	n/a	n/a	1	1
8 Walk In	n/a	n/a	n/a	1	0
9 Station Websites	Bruce Grassman, General Manager	<a href="http://www.wtcham960.com">www.wtcham960.com</a> ; <a href="http://www.b993.com">www.b993.com</a> ; <a href="http://www.frogcountry923.com">www.frogcountry923.com</a> ; <a href="http://www.wfclradio.com">www.wfclradio.com</a>	n/a	1	0
10 Broadcast Compliance Service	Staff Position	1700 Rockville Pike, Suite 400 Rockville, MD 20852	301.998.6136 <a href="mailto:info@bcs-ok.com">info@bcs-ok.com</a>	0	0
Totals				11	7

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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, General Manager  
Event Sponsor: Wisconsin Broadcasters Association Foundation Scholarship  
Description: Our Company, Results Broadcasting, Inc. funded the Wisconsin Broadcasters Association Foundation and a Scholarship will be awarded each year in our Company's name. The 3<sup>rd</sup> annual scholarship was awarded on January 24, 2007. The first scholarship was awarded on January 26, 2005 in Madison and the 2<sup>nd</sup> was awarded on January 25, 2006 in Madison.  
  
Date: 2006 - 2007  
Participating Employees: Bruce Grassman, General Manager  
Event Sponsor: Wisconsin Broadcasters Association  
Description: Participation in the Wisconsin Broadcasters Association Foundation 2006-2007 Scholarship judging program.  
  
Date: September - October 2006  
Participating Employees: Bruce Grassman, General Manager  
Event Sponsor: WBA Scholarship Program  
Description: WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM promoted the availability of the WBA Scholarship Program and directed interested candidates to mail, fax or email the station for an application. We had application forms available during regular business hour or by mail upon request. Mr. Grassman was also available to answer any questions on the scholarship program. The WBA provided script ran from 9/6/06 - 10/18/06 six times per day 7 days per week on all four of the cluster stations.
2. Outreach: Participated in Job/Career Fairs  
  
Date: January 23, 2007 (8:30AM - 10:30AM)  
Participating Employees: Bruce Grassman, General Manager of WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM  
Event Sponsor: Wisconsin Broadcasters Association  
Description: Participation in Wisconsin Broadcasters Association Job/Career Fair held at the Monona Terrace Convention Center in Madison, WI. Bruce Grassman fielded employment questions from potential job seekers regarding career opportunities in radio. Job descriptions were handed out and resumes were collected from interested applicants. The WBA believes nearly 100 job seekers were in attendance.

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## Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit during the Report Time Period: (Con't.)

- Date: June 20, 2007 (1:00PM – 3:00 PM)  
Participating Employees: Shaughn Novy, General Manager of Sister Stations WATK-AM, WACD-FM  
Event Sponsor: Wisconsin Broadcasters Association  
Description: Participation in Wisconsin Broadcasters Association Job/Career Fair held at the The Waters Resort in Minocqua, WI. Shaughn Novy represented all 10 of the Results Broadcasting Stations. She fielded employment questions from potential job seekers regarding career opportunities in radio. Job descriptions were handed out and resumes were collected from interested applicants.
3. Outreach: Sponsored Job/Career Fair
- Date: March 28, 2007 (10:00AM – 4:00PM)  
Participating Employees: Miles Knuteson, General Manager of Sister Station WLSL-FM  
Event Sponsor: Results Broadcasting and Northern Advantage Job Center  
Description: Co-sponsorship and participation in the Northern Advantage Job Center Spring 2007 Job Fair. WLSL-FM broadcast coverage of the event via a live remote. Mr. Knuteson represented all 10 of Results Broadcasting's Radio Stations and fielded employment questions from potential job seekers regarding career opportunities in radio. Job descriptions were handed out and resumes were collected from interested applicants. The event was held at Rouman Cinema in Rhinelander, Wisconsin and 582 job seekers were in attendance to meet with 43 local and statewide businesses.
- Date: May 11, 2007  
Participating Employees: Shaughn Novy, General Manager of Sister Stations WATK-AM, WACD-FM  
Event Sponsor: Results Broadcasting and Northcentral Technical College  
Description: Northcentral Technical College Job Center and Shaughn Novy, from Results Broadcasting Partnered to provide this service to the community on Friday, May 11, 2007. Over 20 companies participated in the Job Fair with about 125 job seekers visiting the booths. Shaughn Novy also represented Results Broadcasting with a booth at the Job Fair fielding employment questions from potential job seekers regarding career opportunities in radio. Job descriptions were handed out and resumes were collected from interested applicants.
- Date: September 8, 2006 11AM-4PM  
Participating Employees: Trisha Peterson, General Manager of Sister Stations WJNR-FM, WOBE-FM, WHTO-FM; Keith Houtari, Operations  
Event Sponsor: Results Broadcasting of Iron Mountain, Inc. WJNR-FM, WOBE-FM, WHTO-FM (Sister Stations)  
Description: Our Stations sponsored at the Midtown Mall a Job Fair in Iron Mountain, MI Results Broadcasting of Iron Mountain, Inc. Ms. Peterson and Mr. Houtari fielded employment questions from potential job seekers regarding career opportunities in radio. Job descriptions were handed out and resumes were collected from interested applicants.

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3. Outreach: Sponsored Job/Career Fair (Con't.)
- Date: April 27-28, 2007 (11:00AM – 3:00PM both days)
- Participating Employees: Trisha Peterson, General Manager of Sister Stations WJNR-FM, WOBE-FM, WHTO-FM
- Event Sponsor: Results Broadcasting of Iron Mountain, Inc. WJNR-FM, WOBE-FM, WHTO-FM (Sister Stations)
- Description: Our Stations sponsored at the Midtown Mall a Job Fair in Iron Mountain, MI Results Broadcasting of Iron Mountain, Inc. Ms. Peterson fielded employment questions from potential job seekers regarding career opportunities in radio. Job descriptions were handed out and resumes were collected from interested applicants.
4. Outreach: EEO Educational Series
- Date: January 23, 2007 (10:45AM – 11:45AM)
- Participating Employees: Bruce Grassman, General Manager of WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM; Trisha Peterson, General Manager of Sister Stations WJNR-FM, WOBE-FM, WHTO-FM
- Event Sponsor: Wisconsin Broadcasters Association (WBA)
- Description: Bruce Grassman and Trisha Peterson attended on behalf of Results Broadcasting “Non-Discrimination & Outreach in Hiring – Part 3” Workshop EEO Educational Series at the WBA Winter Conference at the Monona Terrace Convention Center, Madison, Wisconsin.
- Date: June 14, 2006 (3:00PM – 4:00PM)
- Participating Employees: Bruce Grassman, General Manager of WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM and Shaughn Novy, General Manager of Sister Stations WATK-AM, WACD-FM
- Event Sponsor: Wisconsin Broadcasters Association (WBA)
- Description: Bruce Grassman and Shaughn Novy attended on behalf of Results Broadcasting “Non-Discrimination & Outreach in Hiring – Part 4” Workshop EEO Educational Series at the WBA Summer Conference at The Waters Resort in Minocqua, Wisconsin. The workshop was presented by Dick Zaragoza, Attorney, Pillsbury Winthrop Shaw Pittman.
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**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Station Employment Unit during the Report Time Period: (Con't.)**

5. Outreach: Participation in programs by educational institutions relating to career opportunity in broadcasting.
- Date: October 11, 2006
- Participating Employees: Trisha Peterson, General Manager of Sister Stations WJNR-FM, WOBE-FM, WHTO-FM
- Event Sponsor: Northern Michigan University
- Description: Trisha Peterson represented our stations at Northern Michigan University's Career Awareness Day in Marquette, MI.
- Date: April 16, 2007 (9:00AM – 12:15PM)
- Participating Employees: John Koehler, Veteran Broadcaster of Sister Stations WJNR-FM, WOBE-FM, WHTO-FM
- Event Sponsor: Northern Connection Career Day
- Description: Mr. Koehler conducted 7 presentations to 21 different students in each presentation. Middle school aged students were there from Florence, Niagara and Pembine Schools. It was held at the Premiere Center in Iron Mountain.
- Date: April 27, 2007 (8:00AM – 9:30AM)
- Participating Employees: Trisha Peterson, General Manager of Sister Stations WJNR-FM, WOBE-FM, WHTO-FM
- Event Sponsor: Dickinson Area Partnership
- Description: Participated in a school to work networking breakfast sponsored by the Dickinson Area Partnership. Over 80 high school juniors from Niagara, Kingsford, Florence, Iron Mountain, Norway and North Dickinson High Schools visited our booth to get information on broadcasting careers.
6. Outreach: Station Tours
- Date: Various Dates
- Participating Employees: Programming Staff
- Event Sponsor: WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM
- Description: Station tours are provided to many groups and individuals throughout the year.
7. Outreach: Broadcast – EEO Notice
- Date: Weekly
- Participating Employees: Bruce Grassman, General Manager WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM
- Event Sponsor: WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM
- Description: Results Broadcasting has a general announcement that is broadcast weekly on WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.