



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, 2009 to May 20, 2010

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	February-10	3	8	1,2,3,4,8
		Total Interviewed	3	
		Total Hired	3	

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-FM, WOBE-FM, WHTO-FM	Trisha Peterson, GM	212 W. J Street, Iron Mountain, MI	906.774.5731	1	0
2 Station Websites	Trisha Peterson, GM	www.FrogCountry.com; www.ClassichitsB100FM.com; www.HotOldies106FM.com;	Internal Post	1	0
3 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
4 Northern Michigan University - Job Fair 10.7.09	John Frick, Director Job Search Center	1401 Presque Isle Ave. Marquette, MI 49855-5301	906.227.2800	0	0
5 Wisconsin Broadcasters Winter Conference Job Fair (1.27.10)	Michelle Vetterkind	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
6 Antigo Chamber Job Fair held at NorthCentral Technical College. 4.1.10	Larry Kind - Chamber BOD / NorthCentral Tech	1005 S. Superior Street Antigo, WI 54409	888.526.4523	0	0
7 Nicolet College Career Fair held on Rhinelander Campus. 4.7.10	Terry Rutlin	5364 College Drive Rhinelander, WI 54501	715.365.4477	0	0
8 Referral By Employee	n/a	n/a	n/a	1	1
Totals				3	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 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: 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, WOBE, 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.

3. 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, WOBE, 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.



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

4. Outreach: Participation Wisconsin Job Center's Bay Area Summer Youth Employment Program.

Date: July 20, 2009 – September 11, 2009 (8 week program)
Participating Employees: Trisha Peterson, Vice President of Results Broadcasting
Event Sponsor: Wisconsin Job Center, 705 Washington Ave. Niagara, WI 54151
Description: WJNR/WOBE/WHTO participated as a worksite location for the Bay Area Summer Youth Employment Program.

5. Outreach: Participated in Job/Career Fairs

Date: October 7, 2009 1-4PM
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.

6. Outreach: Participated in Job/Career Fairs

Date: January 27, 2010
Participating Employees: Bruce Grassman, President; Don Grassman, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
Event Sponsor: Wisconsin Broadcasters Association
Description: Bruce Grassman and Don Grassman represented all of Results Broadcastings Stations at the WBA's 2010 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 as of the publish date of this report.



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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 27, 2010 11:00 AM -12:00 PM
Participating Employees: Bruce Grassman, President; Don Grassman, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
Event Sponsor: Wisconsin Broadcasters Association
Description: Bruce Grassman and Don Grassman represented all of Results Broadcastings Stations at the WBA's 2010 Winter Conference EEO Educational Session "Legal Issues In Hiring: Effective Strategies To Promote EEO & Prevent Unlawful Discrimination" taking place at the Monona Terrace Convention Center, Madison, WI.

8. Outreach: Participated in Job/Career Fairs

Date: April 1, 2010 11:00 AM – 6:00 PM
Participating Employees: Don Grassman, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
Event Sponsor: Antigo Chamber of Commerce
Description: Don Grassman represented all of Results Broadcastings Stations at the Antigo Chambers Spring 2010 Career Fair held at NorthCentral Technical College in Antigo, 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 as of the publish date of this report.

9. Outreach: Participated in Job/Career Fairs
Date: April 7, 2010 9:30 AM – 1:30 PM
Participating Employees: Trisha Peterson, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
Event Sponsor: Nicolet College
Description: Trisha Peterson represented all of Results Broadcastings Stations at the Nicolet College Spring 2010 Career Fair held on their Rhinelander Campus. 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 as of the publish date of this report.



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10. 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