

**EEO PUBLIC FILE REPORT FOR
RESULTS RADIO
BURBACH OF DE, LLC.
PARKERSBURG, WV 26104**

**WXIL-FM Elizabeth, WV WHBR-FM Parkersburg, WV WGGE-FM Parkersburg, WV
WRZZ-FM Parkersburg, WV WADC-AM Parkersburg, WV WVNT-AM Parkersburg, WV**

This EEO Public File Report is filed in Results Radio's public inspection file pursuant to section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending May 31, 2013, the station's filled the following full-time vacancies:

- 2 Sales Account Executives
- 1 Programming
- 1 Programming (Internal Promotion Part-Time to Full-Time)
- 1 Engineering

ACTIVITY TO REPORT THIS PERIOD

The stations interviewed a total of 45 people for all full-time vacancies during this period covered in this report.

The following are the recruitment sources used during the period covered in this report.

On-Air Announcement – WXIL-FM, WRZZ-FM, WHBR-FM, WGGE-FM, WADC-AM, WVNT-AM

All Access Website - www.allaccess.com

Workforce West Virginia

WVU-Parkersburg Job Fair

Results Radio Job Fair

Results Radio Sales Job Fair

Results Radio Career Fair at the Blennerhassett Hotel

Internally at WVU-Parkersburg

Internal Recommendation

Internal Promotion

Results Radio Website - www.resultsradiowv.com

Attachment A contains the following information for each full-time vacancy.

The recruitment source(s) used to fill each vacancy, identified by name, address, Contact person and telephone number.

The recruitment source that referred the hiree for each full-time vacancy.

The total number of persons interviewed for each full-time vacancy.

The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu options activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report

Our recruitment program is reappraised periodically by Company Management to produce the optimum results in generating the best available applicants. Management prefers to hire individuals with experience, therefore the recruitment sources utilized during this period covered were productive. This unit also uses its station websites and on-air announcements to solicit both job openings and organizations that would like to be notified of such openings.

If your organization would like to be contacted regarding future vacancies, please contact:

Don Staats, General Manager

5 Rosemar Circle

Parkersburg, WV 26104

Telephone: (304) 485-4565 Facsimile: (304) 424-6955

dstaats@resultsradiowv.com

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Account Manager

Recruitment source that referred the Hiree: Internal Recommendation

Date Vacancy opened: January 3, 2012

Total Number of Persons interviewed for the

Date Vacancy Filled: June 15, 2012

vacancy: 25

Recruitment Sources Used to Fill Vacancy

Name of Recruitment	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification
WVU-Parkersburg Job Fair	300 Campus Drive	Laureal Edwards	304-424-8000	7	NO
Results Radio On-Air Announcement	5 Rosemar Circle	Chuck Helmick	304-485-4565	18	NO

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Account Manager

Recruitment source that referred the hiree: Results Radio Job Fair

Date Vacancy opened: September 1, 2012

Total Number of Persons Interviewed for the Vacancy: 10

Date Vacancy Filled: April 1, 2013

Recruitment Sources Used to Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification
Results Radio Job Fair	5 Rosemar Circle	Don Staats	304-485-4565	10	NO

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Promotions Director (On-Air)

Recruitment source that referred the hiree: Internal Recommendation

Date Vacancy opened: July 20, 2012

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: August 18, 2007

Recruitment Sources Used to Fill Vacancy

Name of Recruitment	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification
Internal Recommendation	5 Rosemar Circle	Don Staats	304-485-4565	1	NO

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Program Director (On-Air)

Recruitment source that referred the hiree: www.allaccess.com

Date Vacancy opened: April 2, 2012

Total Number of Persons interviewed for the vacancy: 7

Date Vacancy Filled: October 8, 2012

Recruitment Sources Used to Fill Vacancy

Name of Recruitment	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification
www.allaccess.com	www.allaccess.com	Webmaster	N/A	2	NO
Industry Contacts	N/A	Various	N/A	5	NO

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Engineering (Staff Engineer)

Recruitment source that referred the hiree: Internal Referral

Date Vacancy opened: April 1, 2012

Total Number of Persons interviewed for the vacancy: 2

Date Vacancy Filled: July 2, 2012

Recruitment Sources Used to Fill Vacancy

Name of Recruitment	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification
Internal Referral	5 Rosemar Circle	Don Staats	304-485-4565	2	NO

ATTCHMENT B MENU OPTION ACTIVITIES

Results Radio has engaged in the following outreach activities during the year cover by this report:

Activity Classification	Type of Activity	Brief Description
1	WVU-Parkersburg Job Fair	WVU-Parkersburg Parkersburg, WV October 3, 2012
2	Results Radio Sales Job Fair	5 Rosemar Circle Parkersburg, WV November 16, 2012
1	Wood County Schools 8 th Grade Career Day	Parkersburg National Guard Armory Parkersburg, WV December 6, 2012
19	Sexual Harassment Training	5 Rosemar Circle, Parkersburg, WV January 23, 2013
13	Staff Safety Training	5 Rosemar Circle Parkersburg, WV January 23, 2013
2	Results Radio Career Fair at the Blennerhassett Hotel	Blennerhassett Hotel Parkersburg, WV January 24, 2013
2	Results Radio Annual Job Fair	5 Rosemar Circle, Parkersburg, WV March 6, 2013
1	WVU-Parkersburg Job Fair	WVU-Parkersburg Parkersburg, WV March 13, 2013
1	National College Career Fair	Park Shopping Center Parkersburg, WV May 1, 2013
11	Jobs Posting on Website and Recruitment	5 Rosemar Circle Parkersburg, WV June 1, 2012 – May 30, 2013
11	On-Air Announcements WXIL-FM, WRZZ-FM, WHBR-FM, WGGE-FM, WADC-AM, WVNT-AM	June 1, 2012 – May 30, 2013
11	Job Postings on Results Radio Website www.resultsradiowv.com	June 1, 2012 – May 30, 2013

For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Host of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community interested in broadcast employment issues;
6. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
7. Host of at least one job fair;
8. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
9. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
10. Establishment of an internship program designed to assist members of the community interested in broadcast employment issues;
11. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not generally directed to providing notification of specific job vacancies);
12. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
13. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for a higher level positions;
14. Establishment of a mentoring program for station personnel;
15. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
16. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
17. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
18. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
19. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
20. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
21. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.