

**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**

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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 15, 2015, the station’s filled the following full-time vacancies:

Account Executive	(2)
Programming Dept.	(1)

**ACTIVITY TO REPORT THIS PERIOD**

The stations interviewed a total of 12 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 and the cumulative number of interviewees referred by each:

On-Air Announcement – WXIL-FM, WRZZ-FM, WHBR-FM, WGGE-FM, WADC-AM, WVNT-AM	5
West Virginia University at Parkersburg Career Fair	2
www.allaccess.com	2
Workforce West Virginia	1
Muskingum Marietta Recruitment Consortium Summer Job & Internship Fair	1
Specs Howard	1
Ohio Center for Broadcasting	0
Results Radio Job Fair	0
Results Radio Website – resultsradiowv.com, 95xil.com, z106.net, 1031thebear.net, froggy99.net, wvnt.net	0

**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**

## FULL-TIME VACANCY EEO INFORMATION – Form BP-03

**Job Title of Vacancy:**            **Account Executive**

**Recruitment source that  
Referred the Hire: Results Radio  
On-Air Recruitment**

**Date Vacancy Filled:**            **August 18, 2015**

**Total Number of Persons  
Interviewed for the  
vacancy:           3**

### 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?
On-Air Recruitment WXIL-FM, WRZZ-FM WHBR-FM, WGGE-FM WVNT-AM, WADC-AM	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	<b>2</b>	<b>no</b>
West Virginia University at Parkersburg Career Fair	300 Campus Drive Parkersburg, WV	Ronda Tracy	304-424-8000	<b>0</b>	<b>no</b>
allaccess.com	28955 Pacific Coast Hgwy Suite 210 Malibu, CA	Webmaster	N/A	<b>0</b>	<b>no</b>
Workforce West Virginia	304 Lakeview Ctr. Parkersburg, WV	Jim Gilmore	304-420-4531	<b>0</b>	<b>no</b>
Muskingum Marietta Recruitment Consortium Summer Job & Internship Fair	215 5 <sup>th</sup> St Marietta, Ohio	Beth McNally	740-376-4600	<b>1</b>	<b>no</b>
Specs Howard	19900 W Nine Mile Rd #100 Southfield, MI	Placement Office	248-358-9000	<b>0</b>	<b>no</b>
Ohio Center for Broadcasting	5330 E Main St Suite 200 Columbus, OH	Placement Office	614-423-4945	<b>0</b>	<b>no</b>
Results Radio Job Fair	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	<b>0</b>	<b>no</b>
resultsradiowv.com, 95xil.com, z106.net, 1031thebear.net, froggy99.net and wvnt.net	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	<b>0</b>	<b>no</b>

## FULL-TIME VACANCY EEO INFORMATION – Form BP-03

**Job Title of Vacancy:**            **Programming/On Air**

**Recruitment source that Referred the Hire:** **allaccess.com**

**Total Number of Persons Interviewed for the vacancy:**          **3**      

**Date Vacancy Filled:**            **August 20, 2015**

### 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?
On-Air Recruitment WXIL-FM, WRZZ-FM WHBR-FM, WGGE-FM WVNT-AM, WADC-AM	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	<b>0</b>	<b>no</b>
West Virginia University at Parkersburg Career Fair	300 Campus Drive Parkersburg, WV	Ronda Tracy	304-424-8000	<b>0</b>	<b>no</b>
allaccess.com	28955 Pacific Coast Hgwy Suite 210 Malibu, CA	Webmaster	N/A	<b>2</b>	<b>no</b>
Workforce West Virginia	304 Lakeview Ctr. Parkersburg, WV	Jim Gilmore	304-420-4531	<b>0</b>	<b>no</b>
Muskingum Marietta Recruitment Consortium Summer Job & Internship Fair	215 5th St Marietta, Ohio	Beth McNally	740-376-4600	<b>0</b>	<b>no</b>
Specs Howard	19900 W Nine Mile Rd #100 Southfield, MI	Placement Office	248-358-9000	<b>1</b>	<b>no</b>
Ohio Center for Broadcasting	5330 E Main St Suite 200 Columbus, OH	Placement Office	614-423-4945	<b>0</b>	<b>no</b>
Results Radio Job Fair	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	<b>0</b>	<b>no</b>
resultsradiowv.com, 95xil.com, z106.net, 1031thebear.net, froggy99.net and wvnt.net	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	<b>0</b>	<b>no</b>

## FULL-TIME VACANCY EEO INFORMATION – Form BP-03

**Job Title of Vacancy:**            **Account Executive**

**Recruitment source that  
Referred the Hire: Results Radio  
On-Air Recruitment**

**Date Vacancy Filled:**            **February 9, 2015**

**Total Number of Persons  
Interviewed for the  
vacancy:         6**

### 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?
On-Air Recruitment WXIL-FM, WRZZ-FM WHBR-FM, WGGE-FM WVNT-AM, WADC-AM	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	<b>3</b>	<b>no</b>
West Virginia University at Parkersburg Career Fair	300 Campus Drive Parkersburg, WV	Ronda Tracy	304-424-8000	<b>2</b>	<b>no</b>
allaccess.com	28955 Pacific Coast Hgwy Suite 210 Malibu, CA	Webmaster	N/A	<b>0</b>	<b>no</b>
Workforce West Virginia	304 Lakeview Ctr. Parkersburg, WV	Jim Gilmore	304-420-4531	<b>1</b>	<b>no</b>
Muskingum Marietta Recruitment Consortium Summer Job & Internship Fair	215 5th St Marietta, Ohio	Beth McNally	740-376-4600	<b>0</b>	<b>no</b>
Specs Howard	19900 W Nine Mile Rd #100 Southfield, MI	Placement Office	248-358-9000	<b>0</b>	<b>no</b>
Ohio Center for Broadcasting	5330 E Main St Suite 200 Columbus, OH	Placement Office	614-423-4945	<b>0</b>	<b>no</b>
Results Radio Job Fair	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	<b>0</b>	<b>no</b>
resultsradiowv.com, 95xil.com, z106.net, 1031thebear.net, froggy99.net and wvnt.net	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	<b>0</b>	<b>no</b>

## ATTACHMENT 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
19	Sexual Harassment Training	5 Rosemar Circle, Parkersburg, WV March 25, 2015
13	Staff Safety Training	5 Rosemar Circle Parkersburg, WV March 25, 2015
2	Results Radio Annual Job Fair	5 Rosemar Circle, Parkersburg, WV May 7, 2015
1	Muskingum Marietta Recruitment Consortium Summer Job & Internship Fair	215 5 <sup>th</sup> St Marietta, OH February 24, 2015
11	Jobs Posting on Website and Recruitment	5 Rosemar Circle Parkersburg, WV May 16, 2014 – May 15, 2015
11	On-Air Announcements WXIL-FM, WRZZ-FM, WHBR-FM, WGGE-FM, WADC-AM, WVNT-AM	May 16, 2014 – May 15, 2015
11	Job Postings on Results Radio Website resultsradiowv.com, 95xil.com, z106.net, 1031thebear.net, froggy99.net, wvnt.net	May 16, 2014 – May 15, 2015
1	West Virginia University at Parkersburg Career Fair	300 Campus Drive Parkersburg, WV October 29, 2014

**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.

**Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by Stations  
WXIL (FM), WRZZ (FM), WHBR (FM), WGGE (FM), WADC (AM), WVNT (AM)**

I) Career Fairs Participation:

We annually participate in the West Virginia University at Parkersburg Career Fair. This year's event took place on October 29, 2014 in the College Activity Center on the campus of West Virginia University at Parkersburg. Sales manager Chuck Helmick attended to collect resumes and meet with potential employment candidates.

We also held our annual Results Radio Job Fair on Wednesday, May 7, 2015 at the Results Radio office in Parkersburg. This fair allows the public to meet with managers in every department and discuss the possibilities of employment in the broadcast field and sometimes interview on the spot. We use the job fair to gather resumes which we also keep on file for the year to consider for positions as they become available.

We also participated in the Muskingum Marietta Recruitment Consortium Summer Job & Internship Fair as well. This year the fair was held on February 24, 2015 at the Marietta College campus. Our sales manager Chuck Helmick attended to collect resumes and meet with potential employment candidates.

II) In-House Diversity Program

Our Company believes that each and every individual associated with us deserves to be treated with dignity and respect. To show our commitment to this, our management annually presents a "Preventing Unlawful Harassment in The Workplace" seminar. This year's seminar was held on March 25, 2015.

III) Staff Safety Training Program

Every year we provide our part-time and full-time staff with refresher training on safety in the workplace. This includes how to properly use a fire extinguisher, what to do in the event of an emergency situation and how to work effectively to avoid workplace injuries. This year's safety training refresher was held on March 25, 2014.

IV) EEO Recruitment Program

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; resultsradiowv.com, 95xil.com, z106.net, 1031thebear.net, froggy99.net and wvnt.net, 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 26101  
Telephone: (304) 485-4565  
Facsimile: (304) 424-6955  
www.resultsradiowv.com