



WTCH-AM – Shawano, WI / WOWN-FM – Shawano, WI
WOTE-AM – Clintonville, WI / WJMQ-FM – Clintonville, WI
ANNUAL EEO PUBLIC FILE REPORT
Covering the Period from August 1, 2022 to July 31, 2023

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 MANAGER - SALES	2 HIRES: 5/1/23 & 7/16/23	3	7 & 7	1,2,4,6,7,9,10
ON-AIR	07/31/23	4	1	1,2,3,4,5,6,7,8,10
SALES ASSITANT	NO HIRES AS OF 7/31/23	1	N/A	6,7
	Total Interviewed	8		
	Total Hires	3		



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

ANNUAL EEO PUBLIC FILE REPORT
Covering the Period from August 1, 2022 to July 31, 2023

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	All Access	n/a	AllAccess.Com	Website Login	7	2
2	Wisconsin Broadcasters Assoc. Job Bank	MICHELLE VETTERKIND, CEO	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
3	Michigan Broadcasters Association Job Bank	Karol White	819 N Washington Ave, Lansing, MI 48906	517-484-7444	0	0
4	National Alliance of State Broadcasters Associations	n/a	http://www.careerpage.org/	Website Login	0	0
5	Illinois Media School	Francesca Muller/Don Clard	530 South State Street Chicago, IL 60605	dclark@beonair.com	0	0
6	Job Center of Wisconsin	n/a	jobcenterofwisconsin.com	888.258.9966	3	0
7	INDEED.COM	n/a	INDEED.COM	Website Login	77	6
8	RADIO1 BROADCAST SCHOOL	Joe Deschler	director@radio1school.com	EMAIL	0	0
9	RADIO - WTCH WOWN WOTE WJMQ	Eric Voight	1456 E. Green Bay St. Shawano, WI 54166	IN-HOUSE	0	0
10	Applicant didn't specify their recruitment source on their email application.	n/a	n/a	n/a	6	0
				Totals	93	8



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

**ANNUAL EEO PUBLIC FILE REPORT
 Covering the Period from August 1, 2022 to July 31, 2023**

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

1. Outreach: Career Day

 Date: September 29, 2022
 Participating Employees: Trisha Peterson, Vice President
 (WTCH, WOWN, WJMQ, WOTE)
 Event Sponsor: Norway Middle School
 Description: Trisha Peterson did a presentation in Gail Roberts 8th Grade Career Class discussing careers in radio. This presentation included fielding questions from students and Gail Roberts.

2. Outreach: Career Day

 Date: March 16, 2023
 Participating Employees: Trisha Peterson, Vice President
 (WTCH, WOWN, WJMQ, WOTE)
 Event Sponsor: Norway Middle School
 Description: Trisha Peterson did a presentation in Gail Roberts 8th Grade Career Class discussing careers in radio. This presentation included fielding questions from students and Gail Roberts.

3. Outreach: Participation in a program for station management.
 FCC's EEO Requirements for Broadcasters

 Date: April 13, 2023, 10AM
 Participating Employees: Don Grassman, President
 (WTCH, WOWN, WJMQ, WOTE)
 Event Sponsor: Wisconsin Broadcasters Association
 Description: Don Grassman attended an EEO Webinar hosted by David Oxenford titled "A Review of the FCC's EEO Requirements for Broadcasters." WBA Washington counsel David Oxenford of the law firm Wilkinson Barker Knauer reviewed all of the FCC's EEO obligations and discuss how you can meet those obligations to stay out of trouble with the FCC, and what might lie in store in the way of future FCC EEO compliance obligations.



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

**ANNUAL EEO PUBLIC FILE REPORT
 Covering the Period from August 1, 2022 to July 31, 2023**

4. Outreach: Career Day

Date: April 28, 2023

Participating Employees: Trisha Peterson, Vice President
 (WTCH, WOWN, WJMQ, WOTE)

Event Sponsor: Kingsford Middle School

Description: Trisha Peterson did a presentation in Kelsey Newman's 8th Grade Class discussing careers in radio. This presentation included fielding questions from students and Kelsey Newman.
5. Outreach: Student Tours

Date: May 4, 2023

Participating Employees: Trisha Peterson, Vice President
 (WTCH, WOWN, WJMQ, WOTE)

Event Sponsor: Results Broadcasting

Description: Trisha Peterson and station staff on hand hosted 60 students on three separate tours that focused on marketing and advertising for their current topic of study. Mrs. Amy Bracket, Marketing and Entrepreneurship Instructor at DIISD Career and Tech Center requested tours of our radio stations. The tours took place May 4, 2023, with 3 groups of 20 students each visiting throughout the day.
6. Outreach: Education Debt Relief Grant

Date: May 2023

Participating Employees: Don Grassman, President of Results Broadcasting

Event Sponsor: Wisconsin Broadcasters Association Foundation – Results Broadcasting Education Grant

Description: After years of providing \$1000 scholarship to college students pursuing a career in broadcasting, we refocused our approach. We noticed after looking back at the recipients we couldn't put our finger on one that was working in Radio/TV. We saw a need and a way to directly help young professionals working in Radio/TV or related media by shifting our scholarship to an education debt relief grant. The recipient was chosen from 33 applications from Wisconsin Broadcasters. Erin Bagatta from WYMS in Milwaukee was selected as the recipient of the Results Broadcasting Debt Relief Grant. The committee did two rounds of rankings to get to this result. It was a very competitive vote. Other State Broadcast Associations have taken notice of our change from a student scholarship to debt relief that directly helps those working in our industry.



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

**ANNUAL EEO PUBLIC FILE REPORT
Covering the Period from August 1, 2022 to July 31, 2023**

7. Outreach: Broadcast – EEO Notice
Date: Weekly
Participating Employees: Donald Grassman, President Results Broadcasting
Event Sponsor: WTCH / WOWN / WJMQ / WOTE
Description: Results Broadcasting has a general announcement that is broadcast weekly on WTCH / WOWN / WJMQ / WOTE encouraging people to apply for open positions and to encourage organizations who can refer job seekers to contact us.



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

ANNUAL EEO PUBLIC FILE REPORT
Covering the Period from August 1, 2022 to July 31, 2023

EEO Narrative
License Renewal for WTCH-AM / WOWN-FM / WOTE-AM / WJMQ-FM

This unit is part of Results Broadcasting, Inc. Results Broadcasting is committed to providing equal employment opportunities to all individuals without regard to race, color, religion, gender, national origin, age or disability. Our intent is to provide a work environment that is free of discrimination, harassment, or intimidation. Discrimination, harassment or intimidation of an employee or an applicant is considered improper conduct. Under no circumstances will Results Broadcasting, Inc. condone or tolerate any form of discrimination, harassment, or intimidation of anyone in the Results Broadcasting family of companies.

WTCH, WOWN, WOTE, 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 encourage the opportunity for: job shadowing, career days, job fairs, tours, and speaking at schools and organizations about broadcasting.

Filed by: Don Grassman President, Results Broadcasting, Inc.