



WHTO-FM – Iron Mountain, MI / WOBE-FM – Crystal Falls, MI / WJNR-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, 2022 to May 20, 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>
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NO FULL TIME HIRES IN THIS EEO PERIOD

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>
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NO RECRUITMENT FOR FULL TIME EMPLOYEES DURING THIS EEO PERIOD



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

1. Outreach: Participated in Job/Career Fairs – Wisconsin Broadcasters Career Fair
 Date: June 22, 2022 1:30-2:45PM
 Participating Employees: Bruce Grassman, Vice President (WJNR WHTO WOBE)
 Event Sponsor: Wisconsin Broadcasters Association
 Description: Bruce Grassman attended the WBA’s Job/Career Fair held as part of the WBA’s 2022 Summer Conference on Wednesday, June 22 at the La Crosse Radisson. No applicants resulted from this job fair.

2. Outreach: Participation in a program for station management. Practical Steps to Diversify Your Station
 Date: June 22, 2022
 Participating Employees: Bruce Grassman, Vice President (WJNR WHTO WOBE)
 Event Sponsor: Wisconsin Broadcasters Association
 Description: Bruce Grassman participated in the WBA’s EEO Session: “Practical Steps to Diversify Your Station” which was held June 22 at the WBA Summer Conference in La Crosse, Wisconsin.

3. Outreach: Career Day
 Date: September 29, 2022
 Participating Employees: Trisha Peterson, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WJNR, WOBE, WHTO)
 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.



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

4. Outreach: Career Day
 Date: March 16, 2023
 Participating Employees: Trisha Peterson, Vice President
 (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WJNR, WOBE, WHTO)
 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.

5. 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, WACD, WATK, WJNR, WOBE, WHTO)
 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.

6. Outreach: Career Day
 Date: April 28, 2023
 Participating Employees: Trisha Peterson, Vice President
 (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WJNR, WOBE, WHTO)
 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.



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

5. Outreach: Student Tours
 Date: May 4, 2023
 Participating Employees: Trisha Peterson, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WJNR, WOBE, WHTO)
 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.

7. 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

This unit is part of Results Broadcasting of Iron Mountain, 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 of Iron Mountain, Inc. condone or tolerate any form of discrimination, harassment, or intimidation of anyone in the Results Broadcasting family of companies.

WJNR, WHTO and WOBE 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 of Iron Mountain, Inc.