

**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 15, 2016, the station’s filled the following full-time vacancies:

Account Executive (2)

ACTIVITY TO REPORT THIS PERIOD

The stations interviewed a total of 6 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	0
West Virginia University at Parkersburg Career Fair	0
West Virginia University at Parkersburg Career Office	4
Indeed Website – www.indeed.com	2
Results Radio Job Fair	0
Results Radio Website – resultsradiowv.com, 95xil.com, z106.net, 1031thebear.net, froggy99.net, wvnt.net	0
Ohio Valley University Job Fair	0
AllAccess Website – www.allaccess.com	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:** **WVUP Career
Office**

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

**Total Number of Persons
Interviewed for the
vacancy:** **2**

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	0	no
West Virginia University at Parkersburg Career Fair	300 Campus Drive Parkersburg, WV	Sandy Swisher	304-424-8304	0	no
Indeed Website	www.indeed.com	Webmaster	N/A	0	no
WVUP Career Office	300 Campus Drive Parkersburg, WV	Jennifer Randolph	304-420-8000	2	no
Results Radio Job Fair	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	0	no
resultsradiowv.com, 95xil.com, z106.net, 1031thebear.net, froggy99.net and wvnt.net	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	0	no
Ohio Valley University Job Fair	1 Campus View Dr. Vienna, WV	Kathy Muller	877-446-8668	0	no
AllAccess Website	www.allaccess.com	Webmaster	N/A	0	no

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: **Account Executive**

**Recruitment source that
Referred the Hire:** **Internal Referral**

Date Vacancy Filled: **March 18, 2016**

**Total Number of Persons
Interviewed for the
vacancy:** **4**

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	0	no
West Virginia University at Parkersburg Career Fair	300 Campus Drive Parkersburg, WV	Sandy Swisher	304-424-8304	0	no
Indeed Website	www.indeed.com	Webmaster	N/A	2	no
WVUP Career Office	300 Campus Drive Parkersburg, WV	Jennifer Randolph	304-420-8000	2	no
Results Radio Job Fair	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	0	no
resultsradiowv.com, 95xil.com, z106.net, 1031thebear.net, froggy99.net and wvnt.net	5 Rosemar Circle Parkersburg, WV	Don Staats	304-485-4565	0	no
Ohio Valley University Job Fair	1 Campus View Dr. Vienna, WV	Kathy Muller	877-446-8668	0	no
AllAccess Website	www.allaccess.com	Webmaster	N/A	0	no

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 February 23, 2016
13	Staff Safety Training	5 Rosemar Circle Parkersburg, WV February 23, 2016
1	Ohio Valley University Job Fair	1 Campus View Dr. Vienna, WV March 30, 2016
1	West Virginia University at Parkersburg Career Fair	300 Campus Drive Parkersburg, WV April 6, 2016
15	West Virginia Department of Education Career Assessment	1515 Blizzard Dr. Parkersburg, WV April 27, 2016
2	Results Radio Annual Job Fair	5 Rosemar Circle, Parkersburg, WV May 4, 2016
11	Jobs Posting on Website and Recruitment	5 Rosemar Circle Parkersburg, WV May 16, 2015 – May 15, 2016
11	On-Air Announcements WXIL-FM, WRZZ-FM, WHBR- FM, WGGE-FM, WADC-AM, WVNT-AM	May 16, 2015 – May 15, 2016
11	Job Postings on Results Radio Website resultsradiowv.com, 95xil.com, z106.net, 1031thebear.net, froggy99.net, wvnt.net	April 15, 2016 – May 4, 2016

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 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);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for a higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. 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;
13. 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;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. 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;
16. 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 participated in Ohio Valley University's Career Fair on Wednesday, March 30th. This year's career fair was held in room 129 on Ohio Valley University's north campus located at 1 Campus View Dr. Vienna, WV. Sales manager Chuck Helmick attended to collect resumes and meet with potential candidates for employment.

We annually participate in the West Virginia University at Parkersburg Career Fair. This year's event took place on April 6, 2016 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 4, 2016 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.

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 February 23, 2016.

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 February 23, 2016.

IV) Vo-tech Career Assessment

General Manager Don Staats and Operations Manager Clay Towell attended a West Virginia Department of Education career assessment at the Vocational Center on the campus of Parkersburg South High School on April 27, 2016. While there, they made recommendations for how the program could better prepare students for work in the field of broadcast. Out of this program, it is possible to hire future employees, or to make referrals towards a college course of study. The assessment was scheduled by Bill Elswick, the Business and Industry liaison for the West Virginia Department of Education.

V) 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