



WCYE-FM – Three Lakes, WI

ANNUAL EEO PUBLIC FILE REPORT
 Covering the Period from August 1, 2009 to July 31, 2010

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 Executive	August-09	1	3	1,2,3,4,9
Account Executive	September-09	1	9	1,2,4,9
Account Executive	February-10	1	1	1,2,5,6
General Manager	June-10	1	12	12
Account Executive (2 Hires)	July-10; July-10	7	9,9	1,2,7,8,9,10,11
		<hr/>		
Total Interviewed		11		
Total Hired		6		



WCYE-FM – Three Lakes, WI

ANNUAL EEO PUBLIC FILE REPORT

Covering the Period from August 1, 2009 to July 31, 2010

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 WCYE-FM	Trisha Peterson, GM	38 W. Davenport Street Rhinelanders, WI 54501	715.369.9575	1	1
2 Results Broadcasting's Employment Section on Station Websites	Trisha Peterson, GM	MyCoyoteRadio.com	715.369.9575	0	0
3 Referral By WACD-FM (Antigo Daily Journal)	Bruce Grassman, GM	N2237 Hwy 45 S. Antigo, WI 54409	715.623.4124	1	1
4 Wisconsin Broadcasters Summer Conference Job Fair (6.17.09)	Michelle Vetterkind	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
5 Northern Michigan University - Job Fair 10.7.09	John Frick, Director Job Search Center	1401 Presque Isle Ave. Marquette, MI 49855-5301	906.227.2800	0	0
6 Wisconsin Broadcasters Winter Conference Job Fair (1.27.10)	Michelle Vetterkind	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
7 Antigo Chamber of Commerce / Northcentral Technical College - Job Fair 4.1.10	Lamy Kind, NCTC and Chamber BOB	1005 S. Superior Street Antigo, WI 54409	715.623.4134	0	0
8 Nicolet College Job Fair (4.7.10)	Terry Rubin	5364 College Drive Rhinelanders, WI 54409	888.526.4523	0	0
9 Wisconsin Job Net	Staff	www.dwd.wi.state.us	n/a	8	3
10 Wisconsin Broadcasters Job Bank	Michelle Vetterkind	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
11 Wisconsin Broadcasters Summer Conference Job Fair (6.23.10)	Michelle Vetterkind	44 E. Mifflin St., Suite 900 Madison, WI 53703	800.236.1922	0	0
12 Special Circumstance	n/a	n/a	n/a	1	1
Totals				11	6



WCYE-FM – Three Lakes, WI

ANNUAL EEO PUBLIC FILE REPORT
Covering the Period from August 1, 2009 to July 31, 2010

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

1. Outreach: Scholarship
Date: September 2004 to Present
Participating Employees: Bruce Grassman, President of Results Broadcasting and General Manager of Sister Stations WTCH-AM, WOWN-FM, WFCL-AM, WJMQ-FM
Event Sponsor: Wisconsin Broadcasters Association Foundation Scholarship
Description: Our Company, Results Broadcasting funded the Wisconsin Broadcasters Association Foundation and a Scholarship will be awarded each year in our Company's name. Scholarships are awarded annually at the Wisconsin Broadcasters Association's Winter Conference since January 2005.

2. Outreach: Participated in Job/Career Fairs
Date: October 7, 2009 1-4PM
Participating Employees: Trisha Peterson, General Manager of WJNR-FM, WOBE-FM, WHTO-FM and Vice President of Results Broadcasting.
Event Sponsor: Northern Michigan University Marquette, MI
Description: Trisha Peterson fielded employment questions from potential job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 10 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. Full time Sales Positions were the only position actively recruited for, but resumes were accepted for all areas.

3. Outreach: Participated in Job/Career Fairs
Date: January 27, 2010
Participating Employees: Bruce Grassman, President; Don Grassman, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
Event Sponsor: Wisconsin Broadcasters Association
Description: Bruce Grassman and Don Grassman represented all of Results Broadcastings Stations at the WBA's 2010 Winter Conference Career Fair held at the Monona Terrace Convention Center in Madison, WI. Fielded employment questions from job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 10 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. No hires resulted from this job fair as of the publish date of this report.



WCYE-FM – Three Lakes, WI

ANNUAL EEO PUBLIC FILE REPORT

Covering the Period from August 1, 2009 to July 31, 2010

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

- 4 Outreach: Participation in a program for station management that will teach them how to ensure Equal Employment Opportunity and prevent unlawful discrimination.
- Date: January 27, 2010 11:00 AM -12:00 PM
- Participating Employees: Bruce Grassman, President; Don Grassman, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
- Event Sponsor: Wisconsin Broadcasters Association
- Description: Bruce Grassman and Don Grassman represented all of Results Broadcastings Stations at the WBA's 2010 Winter Conference EEO Educational Session "Legal Issues In Hiring: Effective Strategies To Promote EEO & Prevent Unlawful Discrimination" taking place at the Monona Terrace Convention Center, Madison, WI.
-
5. Outreach: Participated in Job/Career Fairs
- Date: April 1, 2010 11:00 AM – 6:00 PM
- Participating Employees: Don Grassman, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
- Event Sponsor: Antigo Chamber of Commerce
- Description: Don Grassman represented all of Results Broadcastings Stations at the Antigo Chambers Spring 2010 Career Fair held at NorthCentral Technical College in Antigo, WI. Fielded employment questions from job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 10 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. No hires resulted from this job fair as of the publish date of this report.
6. Outreach: Participated in Job/Career Fairs
- Date: April 7, 2010 9:30 AM – 1:30 PM
- Participating Employees: Trisha Peterson, Vice President (WTCH, WOWN, WJMQ, WOTE, WACD, WATK, WCYE, WJNR, WOBE, WHTO)
- Event Sponsor: Nicolet College
- Description: Trisha Peterson represented all of Results Broadcastings Stations at the Nicolet College Spring 2010 Career Fair held on their Rhinelander Campus. Fielded employment questions from job seekers regarding career opportunities in radio. Job descriptions were handed out representing all 10 of Results Broadcasting's Stations openings and resumes were collected from interested applicants. No hires resulted from this job fair as of the publish date of this report.



WCYE-FM – Three Lakes, WI

ANNUAL EEO PUBLIC FILE REPORT
Covering the Period from August 1, 2009 to July 31, 2010

EEO Narrative
License Renewal for WCYE-FM

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

WCYE 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 have never turned down the opportunity for: job shadowing, career days, job fairs, tours, and speaking at schools and organizations about broadcasting.

Filed by: Don Grassman Vice President, Results Broadcasting